

University of Colorado School of Medicine

Graduate Medical Education

| Policy: Eligibility and Selection | | |
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In this document, “resident” refers to both specialty residents and subspecialty fellows.

Purpose

To establish a formal institutional policy addressing eligibility and selection criteria for applicants to GMEC approved training programs (both ACGME and non-accredited).

Policy

Applicants eligible for appointment must meet the following qualifications. Applicants applying to ACGME accredited programs must maintain compliance with the Institutional Requirements published by the ACGME.

1. Graduation from a medical school in the United States or Canada accredited by the Liaison Committee on Medical Education (LCME); or¹
2. Graduation from any college of osteopathic medicine in the U.S. accredited by the American Osteopathic Association (AOA); or²
3. Graduation from medical school outside of the United States or Canada, and meeting one of the following additional qualifications:³
 - a. Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment; or⁴
 - b. Holds a full and unrestricted license to practice medicine in Colorado; or⁵
 - c. Has graduated from a medical school outside the United States and has completed a Fifth Pathway Program provided by an LCME-accredited medical school.⁶
4. Applicants must be eligible for either a physician training license or a full medical license as granted by the Colorado Medical Board.
5. Any prerequisite post-graduate clinical education required for initial entry or transfer into an ACGME-accredited Residency or Fellowship program, must be completed in ACGME-accredited programs, Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited programs located in Canada.⁷

¹ ACGME Common Program Requirements, III.A.1.a

² ACGME Common Program Requirements, III.A.1.a

³ ACGME Common Program Requirements, III.A.1.b

⁴ ACGME Common Program Requirements, III.A.1.b (1)

⁵ ACGME Common Program Requirements, III.A.1.b (2)

⁶ ACGME Institutional Requirements IV.A.2.c (3)

⁷ ACGME Common Program Requirements, III.A.2

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- a. Residency and Fellowship programs must receive verification of each resident's level of competency in the required clinical field using ACGME, CanMEDS, or ACGME-I milestones from the prior training program.⁸
6. In accordance with the CU GME USMLE, COMLEX, and LMCC Examination Policy, applicants must have successfully completed the USMLE Step 1 and USMLE Step 2 (CK and CS) examinations, or the COMLEX Level 1 and COMLEX Level 2 examinations, as evidenced by obtaining a passing grade for the examinations prior to starting a residency. Fellowship applicants must have successfully complete the USMLE Step 3 examination, or the COMLEX Level 3 examination, or the Canadian LMCC examination, as evidenced by obtaining a passing grade for that examination prior to starting a fellowship.
7. Programs may establish additional selection criteria. For example, determine specific passing scores for the USMLE. Specific criteria must be published for applicants to review as part of the required program-level policy on Eligibility and Selection.
8. Applicants must be a U.S. citizen, lawful permanent resident, refugee, asylee, or otherwise possess or be able to obtain prior to the start date the appropriate documentation to allow them to legally train at the University of Colorado School of Medicine.
9. Applicants invited to interview for a Resident/Fellow position must be informed, in writing or by electronic means, of the terms, conditions, and benefits of appointment to the ACGME-accredited program, either in effect at the time of the interview or that will be in effect at the time of his or her eventual appointment. Information that is provided must include: financial support; vacations; parental, sick, and other leaves of absence; and professional liability, hospitalization, health, disability and other insurance accessible to Residents/Fellows and their eligible dependents.

Selection from among eligible applicants is based on residency program-related criteria such as:

1. Ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity, and the ability to function within parameters expected of a practitioner in the specialty.
2. Programs may select to include the GME Programs Technical Standards and Essential Functions for Appointment and Promotion template, available at:
 - [*MedHub Home*](#) > *GME Resources and Documents* > *Toolkits and Resources for Programs* > *Interview, Eligibility, and Promotion Resources* > *Eligibility and Selection*
3. To determine the appropriate level of education for individuals wishing to transfer from another training program, the Program Director must receive written verification of previous educational experiences and a statement regarding the performance evaluation of the transferring resident prior to acceptance into the program.
4. Programs will review and select applicants in a manner consistent with provisions of equal opportunity employment and must not discriminate with regard to sex, race, age, religion, color, national origin, disability or any other applicable legally protected status.

Programs are encouraged to participate in an organized matching program, where available, such as the National Resident Matching Program (NRMP)

⁸ ACGME Common Program Requirements, III.A.2.a