



MOREHOUSE SCHOOL OF MEDICINE  
GRADUATE MEDICAL EDUCATION  
POLICIES AND PROCEDURES

POLICY  
NUMBER

GME13

		12
<u>SUBJECT</u> RESIDENT AND FELLOW ELIGIBILITY, SELECTION AND APPOINTMENT POLICY	SUPERSEDES	06/01/2019

Resident and Fellow Eligibility, Selection, and Appointment Policy

I. PURPOSE:

- 1.1. The purpose of this policy is to ensure that the quality of Graduate Medical Education programs at Morehouse School of Medicine (MSM) complies with the Accreditation Council for Graduate Medical Education

accredited affiliates shall understand and support this and all other policies and procedures that govern both Graduate Medical Education programs and resident and fellow appointments at Morehouse School of Medicine.

III. POLICY:

- 3.1. This policy is bound by the parameters of residency and fellowship education and complies with MSM Human Resources policies.
- 3.2. Applicants to Morehouse School of Medicine (MSM) residency and fellowship programs must be academically qualified to enter a program.
- 3.3. The institution shall participate in the National Resident Matching Program (NRMP).
  - 3.3.1. All MSM Post-Graduate Year One (PGY-1) resident positions shall be made available for application to all students graduating from United States and Canadian accredited medical schools as determined by the NRMP.
  - 3.3.2. 2 WKHU DSSOLF DQWV HOLJLEOH WR HQWHU WKH 3PDW School Graduates (Non-LCMEs), may also apply.
- 3.4. MSM residency and fellowship programs will select from among eligible applicants based on their preparedness and ability to benefit from the program to which they have applied.
- 3.5. Aptitude, academic credentials, the ability to communicate effectively, personal characteristics such as motivation and integrity, and the ability to function within parameters expected of a practitioner in the specialty shall be considered in the selection process.

3.6. 3URJUDPV PXVW LQFOXGH WKH IROORZLQJ \*0( 3URJUDPV  
Essential Functions for Appointment and Promotion information:

3.6.1. Introduction

- 3.6.1.1. Medicine is an intellectually, physically, and psychologically demanding profession. All phases of medical education require knowledge, attitudes, skills, and behaviors necessary for the practice of medicine throughout a professional career.
- 3.6.1.2. Those abilities that residents and fellows must possess to practice safely are reflected in the technical standards that follow. These technical standards and essential functions are to be understood as requirements for training in all Morehouse School of Medicine residencies and are not to be construed as competencies for practice in any given specialty.
- 3.6.1.3. Individual programs may require more stringent standards or more extensive abilities as appropriate to the requirements for training in that specialty.
- 3.6.1.4. Residents and fellows in Graduate Medical Education programs must be able to meet these minimum standards with or without reasonable accommodation.

3.6.2. Standards Observation

- 3.6.2.1. Observation requires the functional use of vision, hearing, and somatic sensations. Residents and fellows must be able to observe demonstrations and participate in procedures as required.
- 3.6.2.2. Residents and fellows must be able to observe a patient accurately and completely, at a distance as well as closely.
- 3.6.2.3. Residents and fellows must be able to obtain a medical history directly from a patient, wKLOH REVHUYLQJ WKH SDWLH condition.

3.6.3. Standards Communication

- 3.6.3.1. Communication includes speech, language, reading, writing, and computer literacy.
- 3.6.3.2. Residents and fellows must be able to communicate with patients effectively and sensitively in both oral and written form to elicit information as well as be able to perceive non-verbal communications.

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3.6.4. Standards Motor

- 3.6.4.1. Residents and fellows must possess sufficient motor function to elicit information from the patient examination by palpation, auscultation, tapping, and other diagnostic man

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- 3.6.7.2. MSM will make reasonable accommodation available to any qualified individual with a disability who requests accommodation.
- 3.6.7.3. Accommodations are made on a case-by-case basis.
- 3.6.7.4. MSM will work with eligible employees and applicants to identify appropriate, reasonable accommodation in each situation. Complete information is found on the MSM Human Resources Office of Disability Services web page at <http://msm.edu/administration/humanresource/disabilityservices/index.php>
- 3.6.7.5. In most cases, it is the responsibility of the employee or applicant to begin the accommodation process by making MSM aware of his or her need for reasonable accommodation. See the full MSM Accommodation for Disabilities Policy for information on how to request a reasonable accommodation.

Note: The MSM enrollment of non-eligible residents may be cause for withdrawal of residency program accreditation.

IV. Title IX Compliance:

- 4.1. The residency education environment shall be free of undue harassment, FRQIURQWDWLRQ DQG FRHUFLRQ EHFDXVH RI RQH V JHQ other individual traits, and status or standing.
- 4.2. Therefore, in compliance with the Title IX of the Education Amendments of 1972, Morehouse School of Medicine (MSM) does not discriminate based on sex in its education programs and activities

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8.6. then is accepted into a subsequent residency or fellowship program.





members assigned to the program.

9.16.1. These interviews should be documented for the residency program files and be retained for the period determined by MSM management policies.

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9.17. If telephone interviews are performed, the same standards and documentation criteria must be used to record the interview.

9.18. In MSM programs, WKH DSSOLFQW¶V FUHGHWLDOV DQG WKH ID formally presented to the Residency Program Advisory Committee (RAC) or equivalent.

9.19. A faculty consensus is formed on the selections for entry into the NRMP Rank Order Listing or for departmental selection for those positions not placed in the match (i.e., PGY-2).

9.20. Final disposition for applicant selection and ranking is done by the residency program director and/or department chairperson.

**X. NON-IMMIGRANT APPLICANTS TO RESIDENCY PROGRAMS:**

10.1. MSM supports the AAMC recommendation that the J-1 visa is the more appropriate visa for non-immigrant International Medical School Graduates (Non-LCMEs) seeking resident positions in MSM-sponsored programs (Reference: AAMC Legislative and Regulatory Update, October 15, 1993).

10.2. All Non-LCMEs shall provide a current (stamped indefinite) certificate of proof of meeting the Educational Commission for Foreign Medical Graduates (ECFMG) requirements for clinical proficiency.

10.3. The Exchange Visitor Program is administered by the United States Department of State.

10.3.1. The ECFMG is the Sponsoring Institution for alien physicians in GME programs under the Exchange Visitor Program.

10.3.2. Applicants may be considered for selection by the residency or fellowship program based on their academic qualifications and eligibility for sponsorship by the ECFMG.

10.3.3. The MSM Human Resource (HR) and GME offices are the school liaisons for processing applications for ECFMG sponsorship of non-immigrants for J-1 visa status.

10.4. Applicants seeking residency positions who have other non-immigrant status such as Transitional Employment Authorization Documents, AsylumMG sponsorship92 r0n311(tr)-8.8 Tm 0



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10.6.2. The applicant is responsible for the annual application process and the corresponding fee.

10.6.3. J-2 visa dependents must enter with their own

XI. RESIDENT **APPOINTMENTS:**

11.1. Prior to appointment to the program, applicants must be provided with information that describes the SURJUDP ¶ V FXUHQW DFFUHGLWDWLRQ VWDWXV D structure.

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