

RESIDENT SELECTION GUIDELINES

Applicant Eligibility

Medical Education Requirements:

Only the following individuals will be considered as applicants in residency programs in the University of Tennessee Graduate Medical Education Program.

- Graduates of Liaison Committee on Medical Education (LCME)-approved U.S. and Canadian Medical Schools.
- Graduates of American Osteopathic Association (AOA) accredited Osteopathic Medical Schools.
- International Medical Graduates who have valid Educational Commission for Foreign Medical Graduates (ECFMG) certificates or who have completed a Fifth Pathway program provided by an LCME-accredited medical school.

To meet eligibility requirements, an international medical school's admission standards must meet or exceed those of medical schools accredited by LCME. The Tennessee Board of Medical Examiner's policy on the determination of standards for international medical schools and graduates of unapproved foreign medical schools provides a list of accrediting bodies used to determine medical school compliance. UT GME residency and fellowship programs may not accept graduates from schools that do not comply with this policy, which can be accessed online at: https://www.tn.gov/content/dam/tn/health/documents/Foreign_Medical_School_Policy.pdf.

For applicant and program leadership references, the Medical Board of California list of approved medical schools can be found at the following link: <https://mbc.ca.gov/Licensing/Physicians-and-Surgeons/Apply/Schools-Recognized.aspx>.

USMLE Requirements:

All residents/fellows entering any graduate medical education program sponsored by the University of Tennessee College of Medicine on or after July 1, 2009, must have passed USMLE Steps 1 and 2 CK or COMLEX-USA Level 1 and 2-CE.

Any Agreement of Appointment or offer letter will be contingent upon passing USMLE Steps 1 and 2 or COMLEX-USA Level 1 and 2-CE. Each resident/fellow is responsible for providing official transcripts of passage of USMLE Steps 1 and 2 CK or COMLEX-USA Level 1 and 2-CE to the Program Director and GME Office and will not be allowed to start training until this documentation is submitted.

All new residents/fellows entering GME programs at the PGY3 or higher level must have passed USMLE Step 3 or COMLEX-USA Level 3 before beginning training at UT. The resident/fellow is responsible for providing evidence of passage of USMLE Step 3 or COMLEX-USA Level 3, via official transcript, to the Program Director and GME Office. Any Agreement of Appointment or offer letter to begin training at the PGY3 or higher level will be contingent upon passing USMLE Step 3 or COMLEX-USA Level 3.

Accepted or matched residents and fellows who have not passed the required U.S. Medical Licensing Examinations (USMLE) or National Board of Osteopathic Medical Examiners (NBOME) exam prior to their scheduled start date do not meet eligibility requirements and will

be released from their appointment. Any program that releases a resident or fellow who matched through the NRMP will be required to obtain a waiver from NRMP. The waiver must be granted before offering the position to another applicant.

Individual programs may have earlier examination deadlines or specific score requirements. The resident/fellow will be responsible for meeting individual program requirements when they differ from GME requirements.

Visa Status: status for International Medical Graduates must fall within the following categories:

- J-1 visa
- Citizen, permanent resident or Alien status (i.e., "Green Card")
- Sponsorship for H-1B visa requires Chair approval

Application Process and Interviews

- All applications will be processed through the Electronic Residency Application Service (ERAS), except in those programs in specialty matches or those fellowship programs which handle their own application process.
- Opportunities for interviews will be extended to applicants based on an applicant's competencies, knowledge, skills and abilities, and based on competencies and characteristics required to succeed in residency or fellowship training.

National Resident Matching Program (NRMP) and Rank Order Process:

- This Sponsoring Institution participates in the NRMP Match ("the Match"). All senior medical student applicants must participate in the NRMP Match or another national matching plan to be considered.
- All interviewed applicants will be considered for ranking in the Match based on the following criteria: an applicant's specialty fit and an applicant's program fit using some or all of the following criteria: knowledge, skills, abilities, personality, attitudes, work/learning style preferences, goals, as well as the residency/fellowship program's mission, values, culture and learning approaches/resources.
- Characteristics such as gender, age, religion, color, national origin, disability or veteran status or any other applicable legally protected status will not be used in the selection procedure. (The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA employer.)
- Recommendations of interviewing faculty and residents (if applicable) may be considered in determining the rank order of the interviewed applicants.

Resident/Fellow Recruitment

- All applicants invited to interview, and residents/fellows accepted into or enrolled in a program with a status of Probationary Accreditation must be notified in writing of the probationary status, with copies of these communications sent to the Executive Director of the applicable Review Committee.
- All 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 the resident's or fellow's eventual appointment.

- Information (either electronically or paper copy) that is provided to applicants invited to interview must include the following GME policies:
 1. **GME Policy #110** – Resident Selection Guidelines
 2. **GME Policy #111** – Medical Licensing Exam Requirements
 3. **GME Policy #115** – Agreement of Appointment
 4. **GME Policy #130** – Background Check Policy
 5. **GME Policy #140** – Visas
 6. **GME Policy #210** – Resident Salary
 7. **GME Policy #220** – Leave Policies
 8. **GME Policy #240** – Malpractice
 9. **GME Policy #660** – Pre-Employment Drug Testing

Appointments

- Appointments will be issued to all matched applicants who meet eligibility requirements.
- Following release of the Match results, attempts will be made to fill any vacant positions in accordance with the terms of the UT Program Agreement with the NRMP. If an applicant is unable to fulfill the Match commitment, the Program will not recruit another candidate until NRMP has granted a waiver. Following conclusion of the Match (including SOAP) and for programs not linked to the Match, please refer to the Outside Match Appointments Policy (GME Policy #112).
- Unless otherwise stated in specialty-specific requirements, the Program Director may not appoint more residents than approved by their Review Committee.
- Agreements of Appointment for all positions will be issued through the Graduate Medical Education Office.

Individual program policies will specify additional specialty-specific or program-specific eligibility and selection criteria.