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HOUSE STAFF ELIGIBILITY AND SELECTION POLICY

House Staff in accredited programs at VUMC are selected based on qualifications that meet or exceed the standards outlined below.

One of the following qualifications must be met to be eligible for appointment to a residency or fellowship program at VUMC:

- Graduate of a medical school in the U.S. or Canada accredited by the LCME; or,
- Graduate of a college of osteopathic medicine in the U.S. accredited by the American Osteopathic Association Commission on Osteopathic College Accreditation (AOACOCA); or,
- Graduate of medical schools outside the U.S. or Canada meeting one of the following additional qualifications:
 - who hold a currently valid certificate from the ECFMG prior to appointment; or,
 - who hold a full and unrestricted license to practice medicine in Tennessee.

There may be additional qualifications that must be met and can be found in the Program Requirements and Policies where applicable. Please see specific Program Requirements and Policies.

Programs will select only from among the pool of eligible applicants, evaluating each applicant on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and qualities such as motivation, honesty, and integrity. House Staff must also qualify for licensure and/or exemption from licensure under the Tennessee Board of Medical Examiners requirements, according to the applicable Program Requirements and Policies.

In compliance with federal law, including the applicable provisions of Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Family and Medical Leave Act of 1993, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, VUMC does not discriminate against individuals on the basis of their race, sex, religion, color, national or ethnic origin, age, disability, military service, veteran status, or

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genetic information in its employment. In addition, VUMC does not discriminate against individuals on the basis of their sexual orientation, gender identity, or gender expression consistent with the VUMC's Anti-harassment, Non-Discrimination and Non-Retaliation policy.

All requisite prior training must be successfully completed prior to beginning any residency or fellowship program. All prerequisite post-graduate clinical education required for initial entry or transfer into ACGME-accredited residency or fellowship programs must be completed in ACGME-accredited residency programs, Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency programs located in Canada, or residency programs with ACGME International (ACGME-I) Advanced Specialty Accreditation. Residency and fellowship programs must receive verification of each resident or fellow's level of competency in the required clinical field using ACGME, CanMEDS, or ACGME-I Milestones evaluations from the prior training program upon matriculation.

If allowed by the program's ACGME Review Committee, an eligibility exception to the aforementioned pre-requisite requirement may be considered by VUMC's GMEC and DIO for review and approval of the applicant's exceptional qualifications following the guidelines outlined in the ACGME common program requirements. Applicants accepted through this exception must have an evaluation of their performance by the program's Clinical Competency Committee within 12 weeks of matriculation. The program director must submit evidence of completion of that evaluation within 14 weeks of matriculation to the GMEC for documentation that it was conducted.

All applicants that are granted interviews will be interviewed in person, by telephone or video conferencing, in the manner determined by the Program Director. This must be consistent for each applicant in a given program. The Program Director evaluating House Staff attempting to transfer from other educational programs (prior to completion of training offered in that discipline in that institution) will directly contact the referring Program Director, Chair, and/or other appropriate references for recommendations and/or evaluations to assess the educational qualifications of the House Staff prior to making any offer of employment. Additional information will be required upon transfer, as is noted below.

Whenever possible, all accredited House Staff training programs at VUMC will participate in an organized matching program, such as the National Residency Matching Program (NRMP).

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A program director may not appoint more House Staff than approved by both VUMC and, for ACGME-accredited programs, by their respective ACGME Residency Review Committee. All complement increases must be approved by both VUMC (by and through its GME expansion process) and, for ACGME-accredited programs, by the respective ACGME Residency Review Committee.

Revisions Reviewed and Approved by GMEC: 05/19/2023