Purpose

To ensure programs select from among eligible applicants based on their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities including motivation and integrity. Programs will not discriminate with regard to sex, race, age, religion, sexual orientation, color, national origin, disability, veteran status or another applicable legally protected status. In order to determine that all candidates making application for openings in the residency programs meet the necessary qualifications, the selection of Residents for each program are coordinated with ERAS (Electronic Resident Application System). The final decision on acceptance of an appropriate candidate is made by the Program Director.

Definitions

ECFMG Number: The identification number assigned by the Educational Commission for Foreign Medical Graduates (ECFMG) to each international medical graduate physician who receives a certification from ECFMG.

Resident: Any physician in an accredited graduate medical education program, including interns, residents, and fellows.

Transfer resident: Residents are considered as transfer residents under several conditions including: moving from one program to another within the same or different sponsoring institution. The term ‘transfer resident’ does not apply to a resident who has successfully completed a residency and then is accepted into a subsequent residency or fellowship program.

Procedure

A. Resident Eligibility

Applicants with one of the following qualifications are eligible for appointment to accredited residency programs.

a. Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).

b. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).

c. Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:

i. Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) or

ii. Have an ECFMG-sponsored J-1 visa or INS issued employment authorization.
B. Resident Selection

a. Programs will select from among eligible applicants based on their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Programs will not discriminate with regard to sex, race, age, religion, color, national origin, disability, or veteran status.

b. Where available, programs should participate in an organized matching program, such as the National Resident Matching Program (NRMP), San Francisco Match or Urology Match.

C. Reasonable accommodations

Reasonable accommodations will be made to facilitate employment opportunities for those individuals who are physically or mentally disabled. Such accommodations may include job restructuring, part-time or modified work schedules, work site alterations, acquisition or modification of equipment or devices, and qualified readers or interpreters.

D. Resident’s Transferring

a. Before accepting a resident who is transferring from another program, the program director must obtain written or electronic verification of previous educational experiences and a summative competency-based performance evaluation of the transferring resident.

b. UT Southwestern Programs Directors must provide timely verification of residency education and summative performance evaluations for residents who leave the program prior to completion.

c. UT Southwestern Program Directors are to ensure compliance of specialty specific requirements in addition to those outlined in the Common Program Requirements.

d. In addition, the program director of the previous program must provide, in writing, any time off the resident had during their training experience at the previous program.

E. Accepting a Candidate outside the Match

All programs should consult their NRMP match participation Agreement and the NRMP Policies and Procedure for Waiver Requests available on the NRMP website at www.nrmp.org.

UT Southwestern strictly adheres to NRMP policy, please contact the GME Office with any questions.