



GRADUATE MEDICAL EDUCATION COMMITTEE POLICY NO. 02

- A. SUBJECT: Recruitment and Selection of Graduate Medical Education Trainees
- B: EFFECTIVE DATE: July 15, 2020 (R)
- C: POLICY: Policy on Recruitment and Selection of Graduate Medical Education Trainees

The University of Virginia Medical Center Graduate Medical Education (GME) Programs shall seek to provide all resident and fellow (hereinafter "GME Trainees") applicants the right to a fair application process based on the criteria required by the accreditation organizations and/or specialty board in addition to the criteria set forth by the individual residency and fellowship programs.

The University of Virginia does not discriminate on the basis of age, color, disability, gender identity or expression, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information, in its programs and activities as required by Title IX of the Education Amendments of 1972, the Americans with Disabilities Act of 1990, as amended, Section 504 of the Rehabilitation Act of 1973, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, the Governor's Executive Order Number One (2018), and other applicable statutes and University policies. The University of Virginia prohibits sexual and gender-based harassment, including sexual assault, and other forms of inter-personal violence. You can read the full statement at Notice of Non-Discrimination and Equal Opportunity at eocr.virginia.edu.

GME Trainee Eligibility

1. The ACGME accredited training programs must adhere to the GME Trainee eligibility requirements set forth by the ACGME's Institutional, Common and Specialty specific program requirements. GME programs granted eligibility exceptions by their specialty Review Committee must seek the GMEC approval before submitting an offer through the Match or directly to the trainee.
2. Non-ACGME accredited programs or non-accredited programs must follow relevant GME policies and any eligibility requirements set forth by their accreditation organization and the specialty certifying board when applicable.

GME Trainee Recruitment

1. All candidates invited to interview for resident/fellow positions must be informed, in writing or electronic means, of the terms, conditions, and benefits of their appointment to the GME program, either in effect at the time of the interview or that will be in effect at the time of their eventual appointment.

2. The program, in partnership with its Sponsoring Institution, must engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce of residents and fellows.

GME Trainee Selection

1. Each program must ensure that it selects GME Trainees from among eligible applicants based on the applicants' readiness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Programs must not discriminate with regard to age, color, disability, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information in the selection of GME Trainees.
2. In selecting from among qualified applicants, ACGME-accredited residency programs should participate in an organized matching program if available, such as the National Resident Matching Program (NRMP) or San Francisco Matching Program, and adhere to its policies.
3. ACGME-accredited fellowship programs should follow any specialty requirements to participate in the Match.
4. The program director of any GME program accepting GME Trainees transferring from other programs must obtain written or electronic verification of previous educational experiences and a summative competency-based performance evaluation of the transferring graduate medical trainee.

Reviewed/Approved by GMEC: June 1, 2007

Reviewed/Approved by GMEC: November 18, 2009

GMEC Policy Subcommittee Reviewed: January 11, 2011, February 8, 2011

GMEC Reviewed/Approved: February 16, 2011

GMEC Policy Subcommittee Reviewed/Revised: April 08, 2014

GMEC Reviewed/Approved: April 16, 2014

GME Policy Subcommittee Reviewed and Revised: September 08, 2015

GMEC Reviewed/Approved: September 16, 2015

GME Policy Subcommittee Reviewed/Revised: March 14, 2017

GMEC Reviewed/Approved: March 15, 2017

GME Policy Subcommittee Reviewed/Revised: December 12, 2017

GMEC Reviewed/Approved: December 20, 2017

GMEC Policy Subcommittee Review/Revised: July 14, 2020

GMEC Reviewed and approved: July 15, 2020