POLICY
Graduate Medical Education - Eligibility and Selection

This Policy is Applicable to the following Spectrum Health sites:
SH GR Hospitals

Applicability Limited to: GME Residents/Fellows
Reference #: 21879
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Effective Date: July 1, 2017
Functional Area: Human Resources
Department Area: Graduate Medical Education

1. Purpose
To provide a fair and consistent process in determining the eligibility and selection of GME Residents/Fellows including the inclusion of Professional Liability Insurance as part of their employment agreement.

2. Responsibilities
In accordance with the requirements of the Accreditation Council for Graduate Medical Education (ACGME), Spectrum Health and its Program Directors are responsible for determining the eligibility and selection of Residents/Fellows.

3. Residency Eligibility
In order to be eligible for appointment to any Spectrum Health Residency or Fellowship program, applicants must meet one of the following educational qualifications:
3.1. Be from a U.S. or Canadian medical school that is accredited by the LCME.
3.2. Be a graduate from a college of osteopathic medicine in the U.S. that is accredited by the American Osteopathic Association (AOA)
3.3. Successful completion of the U.S. Medical Licensing Exam (USMLE) Steps 1 and 2.
3.4. Be a graduate from a medical school outside the U.S. or Canada and meet one of the following additional qualifications:
   3.4.1. Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment; or holds a full and unrestricted license to practice medicine in a United States licensing jurisdiction in his or her current ACGME specialty/subspecialty program.
4. Fellowship Eligibility
Fellowship Eligibility also requires:
   • Successful completion of appropriate ACGME or Royal College of Physicians and
     Surgeons of Canada (RCPSC) or College of Family Physicians of Canada (CFPC)
     approved residency training, and
   • Successful completion of the USMLE Steps 1, 2 and 3.

5. Work Authorization
Spectrum Health supports foreign national Residents/Fellows on a J1 Visa only. No other visa types
will be accepted.

6. Non-eligible Residents/Fellows
Graduates of medical schools from within and outside the U.S. who do not meet the eligibility
requirements will not be considered for appointment into the Spectrum Health GME
Residency/Fellowship program.

7. Resident/Fellow Selection
Eligible applicants are selected on their commitment to our organizational mission and on the basis of
their ability, aptitude, academic credentials, and other competencies deemed relevant such as
communication skills and core values.

Spectrum Health and all of its ACGME-accredited programs participate in the National Resident
Matching Program (NRMP), if available and agree to the terms and conditions of the NRMP.

8. Background Check and Health Assessment
Matched applicant positions are contingent upon the satisfactory completion of a background check
and health assessment consistent with the Spectrum Health Employment Screening Policy.

9. Professional Liability Insurance Coverage
Spectrum Health will provide Residents/Fellows with professional liability coverage, including legal
defense and protection against awards from claims reported or filed during participation in each of its
ACGME-accredited programs, or after completion of the program(s) if the alleged acts or omissions of
a Resident/Fellow are within the scope of the program(s). Upon request, the official documentation of
the details of liability coverage will be provided to the individual.

10. Policy Development and Approval

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   The approval of Dr. Lori Schuh represents the approval of this policy by the Graduate Medical Education Committee (GMEC)
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11. Keywords
GME, Residents, Fellows, GRMEP, ACGME, LCME, AOA, ECFMG, USMLE, RCPSC, CFPC, J1
Visa, eligibility, NRMP, Professional Liability Insurance