BAPTIST HOSPITALS OF SOUTHEAST TEXAS	
Policy Manual:	Graduate Medical Education
Policy Number:	GME.01.00.0109
Original Date:	April, 2020
Review Date:	08/21; 10/22; 10/23; 10/24; 10/25
Reviewed By:	GMEC
Revision Date:	
This Policy Supersedes:	
Page Numbering	Page 1 of 2

SUBJECT: RESIDENT ELIGIBILITY AND SELECTION

POLICY STATEMENT

A. To provide guidelines for the eligibility and selection of potential candidates for enrollment into a residency program at Baptist Hospitals of Southeast Texas (BHSET).

PROCESS:

SCOPE: This policy applies to Resident Program applicants.

POLICY:

A. **Eligibility**. Applicants with one of the following qualifications will be considered for appointment:

1. Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).
2. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
3. Graduates of medical schools outside the United States and Canada who have been authorized by the Medical Board of Texas to enter a GME program, as demonstrated by a Postgraduate Training Authorization Letter (PTAL). Note that one of the requirements for PTAL is verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification.
4. Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an LCME-accredited medical school.

B. **Selection**.

1. The Program(s) will select from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities.
2. The Program Director or his/her designee will have final responsibility for judging the aforementioned qualities based on the individual's written application, reference letters and personal interview.
3. Programs will not discriminate among applicants based on age, ancestry, ethnic origin, color, race, religion, religious creed, sex, sexual orientation, gender

identity, gender expression, transgender status, genetic information, medical condition, disability, pregnancy (and related conditions), political affiliation or any other legally impermissible factor.

4. The Program(s) will participate in the National Resident Matching Program (NRMP). Participation in the NRMP does not prohibit a program from offering a contract to an eligible and qualified applicant who is legally a nonparticipant in the NRMP.
5. Applicants who do not meet one of the eligibility requirements listed above may not be offered a position in any residency program at BHSET.
6. An applicant invited to interview for a residency 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 his or her eventual appointment.

    a. Information that must be provided to the applicant includes: financial support; Paid Time Off; parental and other leaves of absence; professional liability, health, disability, and other insurance accessible to the resident and eligible dependents.

7. Prior to accepting a trainee from another program, the Program Director must obtain the following:

    a. Written or electronic verification of previous educational experiences and a summative competency-based performance evaluation of the transferring resident.
    b. Proof that the transferring resident has passed the USMLE Step 3 or higher.