

Eligibility, Recruitment, Selection and Appointment of Residents

Recruitment of Residents

United Hospital Center and the Family Medicine Residency Program recruit high quality graduates who meet eligibility requirements; regardless of sex, race, age, religion, color, national origin, disability or any other applicable legally protected status. UHC does not include any non-compete clause for any residents applying to the Family Medicine Program.

Eligibility of Residents

Applicants to the Family Medicine Residency at United Hospital Center must fulfill all qualifications for unrestricted and/or restricted eligibility as outlined in the General Requirements for Residency Training by the ACGME. An applicant must meet one of the following qualifications to be eligible for appointment to an ACGME accredited program:

- a) Graduation from a medical school in the United States or Canada, accredited by the Liaison Committee on Medical Education (LCME); or
- b) Graduation from a college of osteopathic medicine in the United States, accredited by the American Osteopathic Association (AOA); or
- c) Graduation from a medical school outside the United States or Canada, and meeting one of the following additional qualifications:
 - (1) Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment, or
 - (2) Holds a full and unrestricted license to practice medicine in West Virginia, or his or her current ACGME specialty/subspecialty program;or
- d) Has graduated from a medical school outside the United States and has completed a Fifth Pathway program provided by an LCME-accredited medical school.

Criteria also considered in the selection of eligible applicants and in the scoring of successful applicants includes:

- a) Graduation from Medical School within the past 5 years
- b) Graduates of medical schools outside the US or Canada who graduated more than 12 months prior to applying to the program should have a currently valid ECFMG certificate at the time of application, or
- c) First attempt pass of USMLE/COMLEX exam with a minimum USMLE score of 210 (Step 1) and 220 (Step 2) or minimum COMLEX score of 400.

The United Hospital Center Family Medicine Residency Program does not sponsor Visas.

Selection of Residents

United Hospital Center ensures that the UHC Family Medicine Residency Program selects from among eligible applicants on the basis of residency program-related criteria such as preparedness, ability, aptitude, academic credentials (including graduation date and USMLE & COMLEX scores), communication skills, interest in family medicine, interest in or ties to West Virginia, and personal qualities such as motivation and integrity. The program does not discriminate with regard to sex, race, age, religion, color, national origin, disability or any other applicable legally protected status.

UHC only accepts applications to the program via ERAs and selects residents only through the NRMP and NMS systems.

Appointment of Residents

Residents are provided with a written contract outlining the terms and conditions of their appointment to the residency program. The resident contract contains or references at least the following: residents' responsibilities, duration of appointment, financial support, conditions of reappointment and promotion, vacation, sick and other leaves of absence, sexual and other forms of harassment, grievance and due process, professional liability insurance, health and disability insurance, duty hours, moonlighting, and accommodation for disabilities. A benefits summary from United Hospital Center is provided with the contract. A copy of resident contracts, benefit summaries and key policies are posted on the residency website at <http://uhcfamilymedicine.com>

UHC monitors the program in regards to implementation of terms and conditions of appointment by program director. UHC and the Graduate Medical Education Committee, together with the program director, ensure that residents are informed of and adhere to established educational and clinical practices, policies, and procedures.