

## Hospital Policy R-12

### Eligibility, Recruitment, Selection and Appointment of Residents

#### Recruitment of Residents

General Requirements: 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.

Designated Osteopathic Residents: Additional requirements for consideration as a Designated Osteopathic Resident are also outlined below.

#### 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. Applicants 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.
- e) Candidates must meet all federal standards as may be required by the Centers for Medicare & Medicaid Services (CMS) or other federal or state regulatory agencies. Applicants that are designated by CMS as “excluded providers” shall not be eligible to appointment as a resident.
- f) Candidates must be able to obtain a valid training license from the West Virginia Board of Medicine prior to the beginning of the academic year

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.

### **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.

## **Designated Osteopathic Resident Eligibility Requirements**

**Purpose:** Osteopathic Principles and Practice (OPP) refers to a philosophical and practical approach to patient management and treatment, including osteopathic manipulative treatment (OMT). OPP defines the conceptual understanding and practical application of the distinct behavioral, philosophical, and procedural aspects of clinical practice related to the four tenets of osteopathic medicine:

The body is a unit; the person is a unit of the body, mind and spirit;

The body is capable of self-regulation, self-healing and health maintenance;

Structure and function are reciprocally interrelated; and

Rational treatment is based upon an understanding of the basic principles of body unity, self-regulation, and the interrelationship of structure and function.

Faculty members assist the Director of Osteopathic Education in a variety of roles and to varying degrees to ensure the success of the designated osteopathic residents, inclusive of the requisite education in OPP and training necessary to develop and apply OMT.

**Eligibility Criteria:** Prior to entering a designated osteopathic position, applicants must have sufficient background and/or instruction in osteopathic philosophy and techniques in manipulative medicine to prepare them to engage in the curriculum of the program. The applicant must complete the requirements below upon matriculation into the residency program to be designated as an osteopathic resident. Eligibility criteria for consideration as a Designated Osteopathic Resident are:

1. A graduate of a Commission on Osteopathic College Accreditation (COCA)-accredited college of osteopathic medicine (COM) who holds a DO degree; OR
2. A graduate of a medical school in the United States or Canada, accredited by the Liaison Committee on Medical Education (LCME) AND:
  - 1) Provide evidence of a minimum of 100 hours of OPP elective rotations with a D.O. physician who utilizes osteopathic manipulation.
  - 2) Have completed 40 hours of OPP structured educational activity that includes:
    - a. History of Osteopathy
    - b. Anatomy
    - c. Palpatory diagnosis, treatment options, contraindications and risks
    - d. Hands on training
  - 3) Have completed 30 hours of On-line Modules related to OPP provided by an Osteopathic medical school or Osteopathic Postdoctoral Training Institute (OPTI)
  - 4) Take and pass the CORRE\* offered by NBOME (must meet CORRE eligibility criteria as well)

OR

3. A graduate of a medical school outside of the United States or Canada AND
  - 1) Provide evidence of a minimum of 100 hours of OPP elective rotations with a D.O. physician who utilizes osteopathic manipulation.
  - 2) Have completed 40 hours of OPP structured educational activity that includes:
    - a. History of Osteopathy
    - b. Anatomy
    - c. Palpatory diagnosis, treatment options, contraindications and risks
    - d. Hands on training
  - 3) Have completed 30 hours of On-line Modules related to OPP provided by an Osteopathic medical school or Osteopathic Postdoctoral Training Institute (OPTI)
  - 4) Take and pass the CORRE\* offered by NBOME (must meet CORRE eligibility criteria as well)

\*See the eligibility for CORRE: <https://www.nbome.org/exams-assessments/corre/eligibility/>