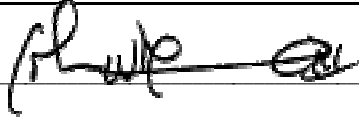


<b>UNIVERSITY OF MARYLAND MEDICAL CENTER</b>  <b>GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL</b>	<b>PAGE:</b> 1 of 4	<b>PROCEDURE NO:</b> <b>GMS-D</b>
	<b>EFFECTIVE DATE:</b> 5/30/02	<b>REVISION NO:</b>
<b>SUBJECT:</b> <b>RESIDENT ELIGIBILITY, SELECTION, AND PARTICIPATION IN EDUCATIONAL ACTIVITIES</b>	<b>FUNCTION:</b> <b>RESIDENCY TRAINING PROGRAMS</b>	
<b>APPROVALS:</b> Final- Executive Vice President & Chief Operating Officer  _____  <b>Concurrences:</b> _____ _____		

1. **Purpose**

As the sponsoring institution, UMMC, in partnership with the School of Medicine, places importance on the educational and patient care responsibilities the resident faces. This policy addresses eligibility for participation in graduate medical education programs, selection and employment issues. It also creates a framework for balancing the residents' status as learners and patient care providers. The residents' patient care activities and the volume and types of patients should be educationally appropriate and commensurate with residents' level of advancement and the ACGME/RRC requirements.

2. **Scope**

This policy applies to all graduate medical educational programs sponsored by UMMC.

3. **Responsibility**

It is the responsibility of the program directors and residents in all educational programs sponsored by UMMC to comply with this policy.

4. **Policy**

4.1 Resident eligibility

The resident educational programs select from only eligible candidates. Applicants with one of the following qualifications are eligible for appointment to accredited residency programs:

- 4.1.1 graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME)

<b>UNIVERSITY OF MARYLAND MEDICAL CENTER</b>  <b>GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL</b>	<b>2 of 4</b>	<b>GMS-D</b>
	<b>EFFECTIVE DATE:</b> 5/30/02	<b>REVISION NO:</b>
<b>SUBJECT:</b> <b>RESIDENT ELIGIBILITY, SELECTION, AND PARTICIPATION IN EDUCATIONAL ACTIVITIES</b>	<b>FUNCTION:</b> <b>RESIDENCY TRAINING PROGRAMS</b>	

4.1.2 graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).

4.1.3. graduates of medical schools outside the United States and Canada who meet one of the following qualifications.

4.1.3.1 have current valid certificate from the Educational Commission for Foreign Medical Graduates; or

4.1.3.2 have a full and unrestricted license to practice medicine in a US Licensing jurisdiction; or

4.1.4. graduates of medical schools who have completed a Fifth Pathway Program provided by an LCME-accredited medical school

#### 4.2 Resident selection

Positions in the graduate medical education programs are open to all qualified candidates without regard to sex, sexual orientation, race, age, religion, color, national origin, disability or veteran status. All programs participate in the National Resident Matching Program for first year residents, except those programs participating in specialty matches. Each program establishes a process for interviewing, evaluating, and selecting candidates for allocated positions. Selection of qualified candidates is based on:

4.2.1 preparedness;

4.2.2 ability;

4.2.3 aptitude;

4.2.4 academic credentials;

4.2.5 communication skills; and

4.2.6 personal qualities, such as motivation and integrity.

<b>UNIVERSITY OF MARYLAND MEDICAL CENTER</b>	<b>PAGE:</b> 3 of 4	<b>PROCEDURE NO:</b>
--	------------------------	----------------------

<b>GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL</b>	<b>GMS-D</b>	
	<b>EFFECTIVE DATE:</b> 5/30/02	<b>REVISION NO:</b>
<b>SUBJECT:</b> <b>RESIDENT ELIGIBILITY, SELECTION, AND PARTICIPATION IN EDUCATIONAL ACTIVITIES</b>	<b>FUNCTION:</b> <b>RESIDENCY TRAINING PROGRAMS</b>	

#### 4.3 Resident participation in educational activities

The institution ensures that each program defines, in accordance with Program Requirements, the specific knowledge, skills, and attitudes required and also provides the educational experiences needed in order for residents to demonstrate the following:

- 4.3.1. Patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health
- 4.3.2. Medical knowledge about established and evolving biomedical, clinical, and cognate (e.g. epidemiological and social-behavioral) sciences and the application of this knowledge to patient care
- 4.3.3. Practice-based learning and improvement that involves investigation and evaluation of their own patient care, appraisal and assimilation of scientific evidence, and improvements in patient care
- 4.3.4. Interpersonal and communication skills that result in effective information exchange and teaming with patients, their families, and other health professionals
- 4.3.5. Professionalism, as manifested through a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population, and
- 4.3.6. Systems-based practice, as manifested by actions that demonstrate an awareness of and responsiveness to the larger context and system for health care and the ability to effectively call on system resources to provide care that is of optimal value.

In addition, the institution ensures that residents achieve the following:

- 4.3.7. develop a personal program of learning to foster continued professional growth with guidance from teaching staff;

<p style="text-align: center;"><b>GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL</b></p>		<p style="text-align: center;"><b>GMS-D</b></p>
<p><b>SUBJECT: RESIDENT ELIGIBILITY, SELECTION, AND PARTICIPATION IN EDUCATIONAL ACTIVITIES</b></p>	<p><b>EFFECTIVE DATE: 5/30/02</b></p>	<p><b>REVISION NO:</b></p>

4.3.8 participate fully in the educational and scholarly activities of their program and, as required, assuming responsibility for teaching and supervising other residents and students

4.3.9 participate in appropriate institutional committees and councils whose actions affect their education and/or patient care

4.3.10 submit to the program director or to a designated institutional official, at least annually, confidential written evaluations of the faculty and of the educational experiences.

4.4. Resident credentialing and contracting

In compliance with the State of Maryland regulations, UMMC conducts a complete primary source verification process for each resident selected to enter its graduate medical education programs. The employment contract becomes effective only if the resident satisfactorily cooperates with and completes the credentialing process, and if a current UMMC resident, satisfactorily completes departmental requirements for promotion

4.5. Resident pre-employment physical and drug testing

All incoming residents are required to submit to and pass a physical exam and drug test as outlined in the Employee Health Service Pre-Employment Assessment # GMS-K.. If the resident tests positive for any drug as listed in Human Resources Policy #110 without a plausible explanation, they must relinquish their position as an UMMC resident.