

LEHIGH VALLEY HOSPITAL
Graduate Medical Education

GME Policy - Eligibility, Selection, Recruitment and Appointment of Residents

I. Eligibility and Selection of Residents

It is the policy of Lehigh Valley Hospital and its sponsored residency programs to adhere to all the guidelines published by the Accreditation Council for Graduate Medical Education (ACGME), the American Osteopathic Association (AOA), or the guidelines of the American Dental Association's Commission on Dental Accreditation (CODA) as applicable. Eligible applicants will be selected on the basis of preparedness, ability, aptitude, academic credentials, communication skills, motivation and integrity. Residents will be selected for the various programs based upon their previous records and accomplishments. Applicants are selected for interviews by the residency programs based on the specific program's eligibility criteria

A. Resident eligibility:

1. Applicants with one of the following qualifications are eligible for appointment to ACGME-accredited or dually accredited ACGME-AOA, programs:

1.1 Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).

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

1.3 Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:

1.3.1 Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment or

1.3.2 Have a full and unrestricted license to practice medicine in a US licensing jurisdiction in which they are in training.

1.3.3 Graduates of medical schools outside the United States who have completed a Fifth Pathway* program provided by an LCME-accredited medical school.

2. Applicants with one of the following qualifications are eligible for appointment to AOA-accredited, programs:

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

3. Applicants with one of the following qualifications are eligible for appointment to CODA-accredited, programs:

3.1 Graduates of dental schools in the United States and Canada accredited by the American Dental Association's Commission on Dental Accreditation.

B. Resident selection:

1. Lehigh Valley Hospital residency training programs will select eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, motivation and integrity. Lehigh Valley Health Network does not discriminate with regard to race, color, religion, sex, age, national origin, sexual orientation, veteran status, disability, gender identity or gender expression or other such protected classes as defined by law.

2. All programs will participate in an organized matching program, such as the National Resident Matching Program (NRMP), where such is available, and all programs will honor the commitment of all NRMP policies and procedures.

3. The appointment of fellows and other specialty residents or students must not dilute or detract from the educational opportunities of the regularly appointed specialty residents.

II. Financial Support, Benefits, and Conditions of Appointment

A. Lehigh Valley Hospital provides all appointed residents with appropriate financial support and benefits to ensure each resident is able to fulfill the responsibilities of their educational program(s).

B. Candidates of Lehigh Valley Hospital residency programs (applicants who are invited for an interview) are provided, in writing or by electronic means a program-specific summary of resident benefits which includes the terms, conditions, and benefits of appointment, including financial support; vacations; parental, sick, and other leaves of absence; professional liability, hospitalization, health, disability and other insurance provided for the residents and their families;

C. The Resident conference benefit is given in accordance with the GME Continuing Education Funds for Graduate Trainees policy.

D. Additional compensation to any resident, such as gift cards or any other monetary rewards, must be given and recorded in accordance with the LVHN Reward & Recognition (Cash and Non-Cash) policy.

III. Agreement of Appointment

A. Lehigh Valley Hospital provides all residents with a written “Graduate Training Agreement” outlining the terms and conditions of their appointment. The Graduate Medical Education Committee monitors the implementation of these terms and conditions by the program directors. Lehigh Valley Health Network and the program directors ensure that residents adhere to established practices, policies, and procedures in all institutions to which residents are assigned.

Footnote for 1A 1.4

** A Fifth Pathway program is an academic year of supervised clinical education provided by an LCME-accredited medical school to students who meet the following conditions: (1) have completed, in an accredited college or university in the United States, undergraduate premedical education of the quality acceptable for matriculation in an accredited United States medical school; (2) have studied at a medical school outside the United States and Canada but listed in the World Health Organization Directory of Medical Schools; (3) have completed all of the formal requirements of the foreign medical school except internship and/or social service; (4) have attained a score satisfactory to the sponsoring medical school on a screening examination; and (5) have passed Steps 1 and 2 of the United States Medical Licensing Examination (USMLE).*

Approved by the Graduate Medical Education Committee

Approved by: Thomas Whalen (Evp & Chief Med Officer)	Approval Date: 11/08/2018
Version: 2	Publication Date: 11/08/2018
Original Creation Date: 06/14/2014	Next Review Date: 11/08/2021