

POLICY ON RESIDENT SELECTION

Purpose: To ensure that the selection and appointment of Surgery Housestaff is fair and equitable, in accordance with Medical Center standards and ACGME requirements.

All applicants to the Surgery Program are subject to eligibility standards and requirements as indicated in GME Policy #036 “Housestaff Recruitment and Selection.”

This program will select among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Consideration in judging these qualities will include but are not limited to:

- Performance on the United States Medical Licensure Examinations
- Letters of recommendation
- Scholastic record
- Honors and awards
- Academic productivity
- Employment history
- Personal interviews

This program will not discriminate with regard to sex, race, age, religion, color, national origin, disability, or veteran status.

This program will, to the extent possible, participate in the National Resident Matching Program (NRMP) for selection of PGY-1 residents.

Applicants are expected to apply via ERAS. Applications submitted directly to the Program Director may be accepted under special circumstances.

All interviewed applicants shall be provided with a written description of the Medical Center’s compensation and benefits, in accordance with ACGME institutional requirements.

All formal offers (i.e., letters of intent) and the subsequent contract must originate from the GME Office. No verbal offers may be extended.