

		<b>Policy Title: Eligibility and Selection</b>	
		<b>Subject: Graduate Medical Education</b>	
		<b>Scope:</b>	
<b>Effective Date</b>	9/27/2019	<b>Policy Number</b>	GME 104
<b>Review Date</b>		<b>Department</b>	Graduate Medical Education
<b>Revised Date</b>	01/27/2023	<b>Oversight Level</b>	Corporate
<b>Supersedes:</b> MHCC Policy Manual Article II Section 2.02 and 2.03			
<b>Administrative Responsibility</b>		Chief Academic Officer	

### Purpose

McLaren Health Care Corporation is committed to selecting the highest quality graduates of accredited American, Canadian, and foreign medical schools.

### Policy

To ensure appropriate and consistent selection of all residents/fellows into McLaren Health Care Corporation (MHCC) graduate medical education programs.

### Procedure

#### 1. Eligibility

Applicants with one of the following qualifications are eligible for appointment to MHCC graduate medical education programs:

##### a. Residency Programs:

- i. Graduates of allopathic medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME) who have passed Steps 1 and 2 of the United States Medical Licensing Examination (USMLE)\*.
- ii. Graduates of osteopathic medical schools in the United States accredited by the Commission on Osteopathic College Accreditation (COCA) who have passed Steps 1 and 2 of the Comprehensive Osteopathic Medical Licensing Examination (COMLEX)\*.
- iii. Graduates of allopathic medical schools outside the United States and Canada who meet one of the following qualifications:
  1. Have received a valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) or
  2. Have a full and unrestricted license to practice medicine in a U.S. licensing jurisdiction.

- iv. Graduates of podiatry schools accredited by the Council on Podiatric Medical Education who have passed Parts 1 and 2 of the National Board of Podiatric Medical Examiners (NBPME)\*.
  - b. Graduates must have graduated medical school no more than seven (7) years prior to the year of appointment into the residency. Exceptions for eligibility may be made in consultation with the Associate Designated Institutional Official (ADIO).
  - c. Fellowship Programs:
    - i. Candidates must have passed Steps 1, 2 and 3 (all parts) of the USMLE or COMLEX and must be eligible to obtain a Full Medical License upon completion of the fellowship or after a total of six years of training, whichever occurs first and
    - ii. Candidates entering an ACGME-accredited fellowship must have completed a residency that has achieved ACGME accreditation, or RCPSC or CFPC accreditation for a residency program in Canada.
      - 1. An ACGME-accredited fellowship program may accept an exceptionally qualified candidate who does not meet the above criteria at the discretion of the institution's ADIO and with approval from the GMEC.
      - 2. The candidate must meet the qualifications and conditions for an exceptionally qualified candidate as defined by the program's ACGME Program Specific Requirements.
2. Selection
- a. MHCC graduate medical education programs select from among the eligible applicants based on preparedness, ability, aptitude, academic credentials, communication skills and personal qualities such as motivation and integrity.
  - b. MHCC programs<sup>1</sup> participate in the National Resident Matching Program (NRMP). MHCC programs comply with all rules and regulations of the matching programs. Podiatric programs participate in the American Association of Colleges of Podiatric Medicine CASPR/CRIP.
  - c. MHCC provides equal employment opportunities to all employees as defined by Equal Employment Opportunity Policy No: HR 0121.
  - d. MCHH does not allow discrimination or favoritism based on family or professional relationships. A resident/fellow cannot be in a role where he/she reports directly to a family member.

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<sup>1</sup> All residency programs participate in a matching system; fellowships may participate at the discretion of the program director and/or Chief Academic Officer