

Institutional GME Policy on Resident/Fellow Selection

All postgraduate physician training programs will select their residents through the National Resident Matching Program (NRMP), if it is operative for their specialty. Recruitment practices will follow procedures outlined by the NRMP. Candidates for positions outside the match program must be reviewed and approved by the Designated Institutional Official or in his/her absence, by the Vice President of Medical Education. Unless there are extraordinary circumstances, applicants recruited outside the match must be interviewed at Maine Medical Center.

Applicants with one of the following qualifications are eligible for appointment to programs:

- a) Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).
- b) Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
- c) Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
 - (1) Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment, or,
 - (2) Have a full and unrestricted license to practice medicine in a US licensing jurisdiction in which they are training or practicing
- d) Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an LCME accredited medical school.

Each residency program must have a written policy and procedure for selecting eligible applicants. Residents in each training program are selected from among eligible applicants on the basis of their, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. In addition, prior to being selected as a match applicant for Maine Medical Center, each candidate must be interviewed at Maine Medical Center in order to assess personal qualities such as motivation and integrity, and ability to communicate. Strong consideration will be given to those students who come from the Maine-Track program and/or have strong ties to Maine.

Programs will not discriminate with regard to gender, age, religion, ethnicity, national origin, disability, sexual orientation, veteran status, or any other applicable legally protected status.

Visa Support: The department of Medical Education will sponsor matched international candidates with J-visas, only. Candidates with other visa status, including H visas and asylum seeking status, will not be considered as having requisite visa status for application.