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| Title of Owner              | Dir GME          |
| Title of Approving Official | GMEC             |
| Date Effective              | 2/19/2026        |
| Date of Next Review         | 2/19/2029        |



**TITLE:** Eligibility and Selection of Residents/Fellows

**PROCEDURE:**

- Programs should select from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and professional qualities.
- UVMMC GME programs must abide by UVMMC, state and federal Equal Employment Opportunity Commission guidelines for employment.
- An applicant must meet one of the following qualifications as established by the Accreditation Council for Graduate Medical Education (ACGME) or Council on Dental Accreditation (CODA):
  1. A graduate of a medical school in the United States or Canada accredited by the Liaison Committee on Medical Education (LCME); or
  2. A graduate of a college of osteopathic medicine in the United States or Canada accredited by the American Osteopathic Association (AOA); or,
  3. A graduate of a medical school outside the United States or Canada, and meeting one of the following additional qualifications:
    - Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment; or,
    - Holds a full and unrestricted license to practice medicine in a United States licensing jurisdiction in their current ACGME specialty/subspecialty program; or,
    - Has graduated from a medical school outside the United States and has completed a Fifth Pathway program provided by an LCME-accredited medical school.
- Any candidate seeking employer-sponsored work authorization must be eligible for J-1 or TN visa status. These are the only two visa statuses that GME can sponsor for ACGME-accredited programs.
- MD applicants entering a residency training program at UVM Medical Center must have passed Step 1 and 2 of USMLE prior to employment start date.
- DO applicants entering a residency training program at UVM Medical Center must have passed Step 1 and 2 of COMLEX prior to employment start date.
- Residents shall not be promoted if they have not passed USMLE Step 3 or COMLEX Part 3 prior to the start of their PGY-3 year.
- Each program determines the appropriate maximum number of years allowable post medical school or completion of a previous residency training program.
- Anyone entering a UVM Medical Center fellowship must be eligible for a full and unrestricted license to practice medicine in Vermont.

**DEFINITIONS:** None

**REFERENCES:** Accreditation Council for Graduate Medical Education, Institutional Requirements

**OWNER:** Dir GME

**APPROVING OFFICIAL:** DIO, GMEC