



## UCF/HCA GME Consortium Trainee Qualifications and Eligibility Policy (IV.A)



Purpose/Intent: Sponsoring institutions must have written policies regarding trainee qualifications and eligibility.

Policy summary: Each program director will ensure all applicants under consideration for residency training in the program meet the qualification and eligibility requirements of the training sites and the Accreditation Council for Graduate Medical Education (ACGME) detailed below.

Applicants must meet the following qualification requirements to be eligible for appointment

- 1. Medical Education:** Applicants must meet **one** of the following criteria **and** be eligible either for Florida Board of Medicine intern/resident/fellow registration (training license) or a Florida unrestricted license at the time of matriculation.
  - 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 or Canada and meeting one of the following additional qualifications: (1) Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) OR (2) Holds a full unrestricted license to practice medicine in a U.S. licensing jurisdiction in which they are training OR (3) have completed a Fifth Pathway program provided by an LCME-accredited medical school. If foreign medical student has not graduated yet at time of application, he/she must have applied for an ECFMG certificate before appointment and must have a valid ECFMG certificate before starting the program and clinical training. In addition, PRIOR to appointment, a letter from the student's medical school must be sent to the GME office confirming a graduation date and that all graduation requirements are fulfilled.
- 2. Graduates without U.S. Citizenship/permanent status:** It is a violation of federal law to provide employment to a non-U.S. citizen who does not hold an appropriate Visa or work permit. U.S. citizenship or permanent resident status to the United States is governed by the U.S. Immigration and Nationality Act, which is administered by the U.S. Citizenship and Immigration Services (USCIS). An applicant who is a non-US citizen must hold a valid visa for graduate medical education [exchange visitor (J-1), temporary worker (H-1B), or immigrant visa]. International medical graduates (other than Canada) must also hold a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG). Since one goal of the program is for graduates to practice medicine in our community post training, applicants requiring a visa are reviewed by the program director and GME leadership for that determination.
- 3. Resident Transfer:** If a resident transfers from a residency program at another institution, written verification of the previous educational experiences and an assessment of competency level using ACGME or CanMEDS milestones must be received from the prior training program prior to acceptance into a consortium residency program. Any prior GME training that is counted for credit must have been completed in an ACGME-accredited residency program, or in a Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency program in Canada. All transfer residents must be approved by the DIO and Vice President for GME.

4. **Fellowship eligibility requirements:** All required clinical education for entry into an ACGME accredited fellowship program must have been completed in an ACGME, RCPSC, or CFPC-accredited residency program. Fellowship programs must receive verification of each entering fellow's level of competency using ACGME or CanMEDS milestones assessment.
5. **Physical Examination:** All newly-appointed residents (including transfer residents and fellows) must complete the appropriate hospital health screening requirements (see separate policy) and are subject to drug testing.
6. **United States Medical Licensing Examinations (USMLE) or National Board of Osteopathic Medical Examiners COMLEX-USA Examinations:** All residents accepted or continuing in a program must comply with the requirements below:
  - a. **USMLE Step 2 or COMLEX-USA Level 2:** All residents, regardless of postgraduate year, must possess a passing score for both Step 2 Clinical Skills or COMLEX Level 2 Performance Evaluation and Step 2 Clinical Knowledge or COMLEX Level 2 Cognitive prior to matriculating into a UCF residency program.
  - b. **USMLE Step 3 or COMLEX-USA Level 3:** All residents must possess a passing score for the USMLE Step 3 or COMLEX Level 3 by completion of postgraduate year two. They must have taken Step/Level 3 no later than September of the PGY2 year. Residents will not be permitted to be promoted to the PGY3 year or higher without achieving a passing score and are at risk for non-renewal of their employment contracts.
7. **Florida Medical License:** All residents accepted or continuing into a program must complete Florida Board of Medicine or the Florida Board of Osteopathic Medicine intern/resident/fellow registration within the requested time frame (Florida Board of Medicine license must be renewed every two years and the Florida Board of Osteopathic Medicine license must be renewed annually) or obtain a Florida unrestricted license.
8. **Social Security number:** All residents accepted into a program must have a social security number or be able to obtain one prior to their employment start date. The Florida Board of Medicine may allow temporary licenses to be issued for short time periods in the event that a non-U.S. Citizen has applied and is awaiting a number.
9. **Resident contract:** Residents who do not meet all eligibility criteria (including Visa or work permit, social security number, academic credentials, licensure, background check, health and drug screening) within a reasonable time frame will have their offer of employment revoked and their participation in the program terminated. An NRMP waiver will be submitted by the program and institution if applicable. Failure to meet eligibility criteria is not subject to appeal through the grievance policy. Residency programs are permitted to apply for a waiver through NRMP if residents do not supply the necessary information within a reasonable time frame.