

University of Central Florida – HCA Florida Healthcare GME Physician Learner Recruitment, Selection and Appointment Policy (IV.B.1., IV.B.2., IV.B.2.a-c), and (IV.B.2.c. 1-3)

Purpose/Intent: Sponsoring institutions must have written policies and procedures for physician learner recruitment, selection and appointment and must monitor each program for compliance (IV.B.1-2).

Policy Summary: This policy provides for equitable procedures for physician learner selection and provides for appointment processes that meet criteria established by the ACGME.

Procedures:

1. The AAMC Electronic Residency Application Service (ERAS) is used for PGY1 residency applications. Fellowships, programs offering upper-level positions, and new programs approved too late for NRMP may accept applications by alternate methods. Programs using alternate appointments must be approved by the DIO and VP for GME for HCA North Florida Division (“VP for GME”) in advance of any offer being made. Resident and fellow recruitment and selection is a responsibility of the program director, whether through NRMP or alternative appointment methods.
2. Programs select from among eligible applicants on the basis of residency program-related criteria such as preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Programs must not discriminate with regard to sex, race, age, religion, color, national origin, disability, veteran status, or any other applicable legally protected status. 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. The program will establish a mechanism to screen all applications to determine which meet eligibility and both GME consortium and program criteria. The program director or designee reviews applications that meet eligibility criteria, and personal interviews are granted to those applicants thought to possess the most appropriate qualifications as established by each program.
4. Each applicant who is invited for an interview must be informed, in writing or by electronic means, of the terms, conditions, and benefits of appointment, including financial support; vacation; parental, sick, and other leaves of absence; professional liability, hospitalization, health, disability and other insurance provided for the physician learners and their families. Each applicant signs a form acknowledging that they have received the required information.
5. Programs offering positions at the PGY1 level will participate in the National Resident Matching Program (NRMP) (unless the program is approved after usual recruitment season), or program-specific equivalent (if available), and abide by its ethical and procedural rules. Positions unfilled in the match may be offered to qualified applicants by program directors, but such offers must be made with a clear communication to the applicant, both verbally and in writing, that appointment is contingent on the applicant meeting program and institutional on-boarding requirements.

6. Programs may not offer more positions than approved by the ACGME. Any requests for an increase in program size (temporary or permanent) must be approved by the DIO and VP for GME and the ACGME Residency Review Committee, and permanent increases must also be approved by the consortium GMEC.
7. The program director is responsible for verifying the eligibility of all candidates under serious consideration prior to the submission of rank order lists or other offer of a residency position. Each program director should submit the rank order listing to the VP (or DIO if VP is not available) for GME prior to submission and at least 7 days before the Rank Order List (ROL) deadline from the NRMP. Any transferring physician learner application must be reviewed and approved by the DIO and the VP for GME.
8. Immediately following receipt of the results of the Match or the acceptance of an offer for residency training, the program director is responsible for notifying the Graduate Medical Education Department of all candidates accepted and providing a copy of each applicant's file for the University's permanent record. Each physician learner's file must include the following:
 - a. Copy of the completed "Application for Graduate Medical Education" from ERAS
 - b. Documentation of completion of accredited medical school in the United States or Canada or accredited osteopathic school in the United States (copy of diploma, if not in application, primary source verification is strongly preferred)
 - c. Documentation of any previous residency training (copy of certificate issued, letter of recommendation from program director)
 - d. Currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG), if required by Physician learner Eligibility policy (IV.A). If not available when application is submitted, final UCF hire will be contingent upon receipt and start date could be delayed.
 - e. 3 letters of recommendation (if not in application)
 - f. Copy of medical license (if applicable)
 - g. Current visa status for all non U.S. citizens or permanent physician learners
 - h. Current contact information, including a current valid email address
 - i. Inclusive dates of appointment
 - j. Postgraduate year of appointment
 - k. USMLE or COMLEX scores, if not provided elsewhere in application
 - l. Social Security number (needed for employment and physician learner physician registration. If not available at time of application, they must be eligible to apply for a SSN and the number must be received prior to the physician learner's start date of employment, or employment offer and participation in the program will be revoked.) 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. The GME office will forward the physician learner contract and the application for the physician learner physician registration (physician learner license) from the Florida Board of Medicine to those individuals selected for the program by the NRMP or offered positions. The contract outlines the condition of their employment and references all applicable ACGME requirements (IV.B.2.) Each physician learner must meet criteria stipulated by the Florida Board of Medicine for physician learner physician registration and will need to submit to a Level Two background screening and fingerprinting at any LiveScan facility.
10. A background check as detailed in Consortium agreement is completed for each physician learner including: criminal background check; sex offender and predator registry search; HHS/OIG Exclusions Database; GSA list of parties excluded from federal programs; U.S. Treasury,

Office of Foreign Assets Control (OFAC), List of Specially Designated Nationals (SDN); Florida State Exclusion List; professional disciplinary action search.

Physician learner contract:

11. Physician learners who do not meet all eligibility criteria including but not limited to - 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. Excluding medical marijuana, prescription medications are not prohibited under this policy when taken as prescribed under the direction and monitoring of a physician. Medical marijuana is prohibited even when taken as prescribed by a physician. Residency programs are permitted to apply for a waiver through NRMP if physician learners do not supply the necessary information within a reasonable time frame or if physician learners do not meet eligibility requirements.
12. Physician Learners are required to comply with all applicable federal, state, local laws, rules, and regulations, as well as Hospital policies, procedures, rules and regulations, and University regulations and policies applicable to all UCF employees. Compliance with these policies and the physician learner employment contract is monitored by the consortium GME committee.