



**Baptist Memorial Medical Education
NEA Baptist Internal Medicine Residency Program**

INTERNAL MEDICINE RESIDENCY PROGRAM POLICY AND PROCEDURE MANUAL

Effective Date: July 2017	Resident Selection Guidelines Applicant Eligibility: Employed Residents
Last Review/Revision: 1/2020	
Reference #: IM 09201611	

PURPOSE:

To establish a program-specific policy for resident selection that complies with the Accreditation Council for Graduate Medical Education (ACGME)

POLICY: Resident Selection Guidelines

PROCEDURE:

Only the following individuals will be considered as applicants in residency and fellowship programs at Baptist Memorial Health Care Corporation:

- Applicants graduated or pending graduation from a Liaison Committee on Medical education (LCME)-approved U.S. and Canadian Medical Schools
- Applicants graduated or pending graduation from a COCA-accredited (Commission on Osteopathic College Accreditation) medical schools
- Applicants graduated or pending graduation from an International Medical Schools who are expected to, before the planned matriculation date, have a valid Education Commission for Foreign Medical Graduates (ECFMG) certificate or a full and unrestricted license to practice medicine in a United States licensing jurisdiction in which they are in training

Only graduates of schools recognized by the Medical Board of California are considered for residency positions within the Baptist system. This list is found https://www.mbc.ca.gov/Applicants/Schools_Recognized/

The NEA Baptist Internal Medicine Residency Program Resident Selection Guidelines / Applicant Eligibility Policy follows the BMH GME Departmental Policy with the following exceptions:

Only applicants who are or will be within their initial residency period as defined by the Centers for Medicare & Medicaid Services (CMS) will be considered for positions in any ACGME-approved residency program in the Baptist Memorial Health Care system. Exceptions to this section of the Residency Selection Guidelines may be considered and approved by Baptist Memorial Health Care Graduate Medical Education Committee and Program on a case-by-case basis provided alternate funding can be secured by the applicant.

Applicants to the NEA Baptist Internal Medicine residency program must meet the following criteria to be eligible for consideration:

Minimum Criteria

- Graduation from LCME or AOA school with:
 - USMLE Steps 1 and 2 scores 200 or above with no more than two attempts on Step 2; Passing on Step 2 Clinical Skills
 - COMLEX Steps 1 and 2 450 or above with no more than two attempts on Step 2; Passing on COMLEX 2 Clinical Skills
 - Will consider application for students with Step 2 Scores pending
- International graduates must have ECFMG certificate, and have passed USMLE, as above, along with Step 3 at 200 or above, and have US clinical experience.
- Applicants with the following US Residency statuses will be considered –
 - US Citizen
 - Legal Permanent Resident (“Green Card Holder”)

- Graduation from medical school must be within the last 5 years.

National Resident Matching Program (NRMP) & Rank Order Process

- This program participates in the NRMP MATCH and will only consider applicants registered in ERAS and participating in the MATCH except as stated above
- All eligible, interviewed applicants will be considered for ranking in the MATCH in order of preference based on the following criteria: preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity.
- Characteristics such as gender, age, religion, ethnicity, national origin, disability, veteran status, or any other classification protected by federal, state, constitutional, or statutory law will not be used in the selection procedure. Baptist is an Equal Opportunity Employer.
- Evaluations and recommendations of all interviewing faculty, residents, and other staff will be considered in determining the rank order of the interviewed applicants.

Program Appointments

- Appointments to our programs will be issued to all matched applicants who meet employment eligibility requirements.
- Following release of the MATCH results, attempts will be made to fill any vacant positions in accordance with the terms of our agreement with the NRMP.
- Employment Agreements for all positions will be issued through the Graduate Medical Education Office following a successful MATCH.

Exclusions

Residents must qualify for employment with Baptist Memorial Health Care. Some requirements for employment include a negative drug screen, clear criminal background check and the ability to participate in the federal programs (see additional info below).

Baptist will review the Office of Inspector General (OIG) and System for Award Management System (SAMS) databases to ensure that all applicants who are included in each program's MATCH list are not listed. The OIG list contains the names of parties convicted of "program-related fraud and patient abuse, licensing board actions and default on Health Education Assistance Loans." The SAMS list provides an up to date source of information on those firms and individuals that have been suspended, debarred or otherwise excluded from Federal Procurement and Nonprocurement Programs. Baptist will not employ anyone who has been suspended, debarred or excluded from participation in government-sponsored programs.