

RESIDENT RECRUITMENT AND SELECTION POLICY

It is the policy of the University of North Dakota School of Medicine & Health Science that no person shall be discriminated against because of race, color, religion, age, sex, handicap, or national origin and that equal opportunity and access to all residencies and teaching facilities shall be made available to all. Those individuals who are deemed adequately trained academically and clinically, through the residency selection process shall be considered equally.

All rules and regulations established by the National Residency Match Program (NRMP) will be respected by the residency programs of the University of North Dakota School of Medicine & Health Science.

Resident eligibility: Applicants with one of the following qualifications are eligible for appointment to programs: (criteria based on ACGME Institutional requirements)

- 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.
- d) Graduates of medical schools outside the United States who have completed a Fifth Pathway** program provided by an LCME-accredited medical school.

Each of the University of North Dakota School of Medicine & Health Sciences residency programs will abide by the general guidelines for residency selection listed below:

- 1) Screening of applicants to determine those qualified by aptitude, academic credentials, personal characteristics, abilities to communicate will be the responsibility of the program director together with the resident selection committee composed of the teaching faculty and residents in the program.
- 2) Those qualified applicants identified through the screening process identified by each program.
- 3) The program director will rank qualified interviewed candidates in rank order based on all the data including critical applicant review by that program selection committee.
- 4) The program director on NRMP announcement dates and within NRMP rules and regulations may select qualified unmatched candidates for unfilled positions without program selection committee review.

** A Fifth Pathway program is an academic year of supervised clinical education provided by an LCME-accredited medical school to students who meet the following conditions: (1) have completed, in an accredited college or university in the United States, undergraduate premedical education of the quality acceptable for matriculation in an accredited United States medical school; (2) have studied at a medical school outside the United States and Canada but listed in the World Health Organization Directory of

Medical Schools; (3) have completed all of the formal requirements of the foreign medical school except internship and/or social service; (4) have attained a score satisfactory to the sponsoring medical school on a screening examination; and (5) have passed either the Foreign Medical Graduate Examination in the Medical Sciences, Parts I and II of the examination of the National Board of Medical Examiners, or Steps 1 and 2 of the United States Medical Licensing Examination (USMLE).