This policy sets forth Emory University School of Medicine's ("Emory's") guidelines regarding resident recruitment and selection. This policy is intended to establish valid, fair, effective, and ethical criteria for the recruitment and selection for Emory's graduate medical education program.

Resident Recruitment

1. Applicants are required to meet one of the following qualifications to be eligible for a position in the graduate medical education program at Emory.

   A. Graduates of medical school 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 of the United States and Canada who meet one of the following qualifications:
      I. Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates verifying final medical diploma, or
      II. Have a full, active and unrestricted license to practice medicine in a U.S. licensing jurisdiction.
   D. Graduates of medical schools outside of the United States who have completed a Fifth Pathway Program provided by an LCME-accredited Medical School.
      I. International medical graduates who are non-U.S. citizens must enter the training program on an ECFMG sponsored J-1 visa.
   E. Non-eligible applicants will not be considered for selection in Emory's graduate medical education program.

Resident Appointment

1. Eligible applicants will be considered for an appointment based on:
   A. academic credentials
   B. ability
   C. overall preparedness
   D. communication skills
   E. aptitude
   F. personal qualities (such as motivation and integrity)
   G. other written criteria developed by the Program Director and approved by the Associate Dean for Graduate Medical Education.

2. In selecting from qualified applicants, Emory may participate in an organized matching program such as the National Resident Matching Program.
3. In determining resident eligibility and appointment, Emory will not discriminate with regard to a resident's gender, race, religion, color, creed, national origin, disability, sexual orientation or veteran status.

4. On behalf of Emory as the sponsoring institution, the Office of Graduate Medical Education will be responsible for periodically reviewing whether resident selection activities are consistent with this Policy. The Office of Graduate Medical Education may delegate these review activities to individual Program Directors or their designees.

5. Questions regarding this Policy and Procedure should be directed to the Office of Graduate Medical Education.