

**CENTRAL IOWA HEALTH SYSTEM
GRADUATE MEDICAL EDUCATION COMMITTEE**

POLICY ON RESIDENT RECRUITMENT AND APPOINTMENT

I. Purpose

This policy establishes guidelines governing resident recruitment and appointment to the CIHS family medicine, internal medicine, pediatrics, surgery, transitional year and podiatry residency programs.

II. Procedures

- A. Applicants with one of the following qualifications are eligible for appointment to CIHS residency programs:
1. Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education.
 2. Graduates of colleges of osteopathic medicine in the United States accredited by the Commission on Osteopathic College Accreditation.
 3. Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
 - a. Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates or
 - b. Have a full and unrestricted license to practice medicine in a U.S. licensing jurisdiction.
 4. Graduates of podiatric schools in the United States accredited by the Council on Podiatric Medical Education.
- B. The residency programs will select from among eligible applicants on the basis of residency program-specific criteria such as their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Residency programs will not discriminate with regard to sex, race, age, religion, color, national origin, disability, or any other applicable legally protected status.
- C. The residency programs will participate in the National Resident Matching Program in the selection of qualified applicants. The podiatry residency program will participate in the Centralized Application Service for Podiatric Residencies in the selection of qualified applicants. After the SOAP process is completed and the match results are announced, residency positions left vacant may be filled by appropriately qualified applicants outside of any organized matching service.
- D. Non-eligible applicants will not be selected into any CIHS residency program.
- E. Each residency program may establish additional selection criteria such as United States Medical Licensing Exam (USMLE) scores, class rank, performance in personal interviews, etc. to identify highly qualified applicants.
- F. The Director of Medical Education will review the NRMP Match results annually.