

Policy on Recruitment and Appointment of Residents

The University of Mississippi Medical Center's education, research and service programs and facilities are open to every qualified person. Equal employment opportunity is announced, provided and insured for all persons; and affirmative action is taken to guarantee that individuals are hired, trained, promoted and in all ways treated equally without regard to race, color, religion, sex, national origin, marital status, veteran status, age or disability as defined by law.

- I. **Purpose:** This policy outlines the methods by which the University of Mississippi Medical Center selects physicians to participate in its residency educational programs. It applies to all applicants for residency slots in ACGME approved residency programs.
- II. **Definition:** An applicant for a residency educational program will be a physician eligible for full medical licensure or limited medical licensure under the regulations of the Mississippi State Board of Medical Licensure and pertinent state and federal statutes.
- III. **Policy:** The procedures for selection of residents at this institution will comply with the guidelines outlined by the Accreditation Council for Graduate Medical Education (Institutional Requirements. II. Residents A. Resident Eligibility and Selection).
- IV. **Procedures:** The University of Mississippi Medical Center residency educational programs participate in the National Resident Matching Program. Individual programs are responsible for the selection from among qualified applicants both through the NRMP and above the PGY-1 level.

To assure the methods meet standards of the University of Mississippi Medical Center and ACGME, the UMMC Graduate Medical Education Committee solicits written copies of the methods in effect in each department on an annual basis and these are reviewed at a meeting of the GMEC.

The Graduate Medical Education office reviews information submitted by each international medical graduate who is accepted by a residency educational program to assure the candidate meets the criteria established by ACGME and that the candidate is eligible for a medical license through the Mississippi State Board of Medical Licensure.

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