

Departmental Policy Title:	Selection Policy - GME	Policy ID:	11326
Keywords	selection, discrimination, ERAS, recruitment, appointment		
Department	Graduate Medical Education (GME)		

I. Purpose of Policy

This policy defines the selection processes for applicants to Accreditation Council for Graduate Medical Education (ACGME)-accredited residency and fellowship programs at Dartmouth Hitchcock (DH).

II. Policy Scope

This policy applies to all applicants and staff of ACGME-accredited residency and fellowship programs at DH.

III. Definitions

- **Applicant:** An individual invited to interview with a graduate medical education (GME) program.
- **Discrimination:** Subject to selection based on race, national origin, gender, religion, age, disability, marital or parental status, status as a Vietnam-era veteran, sexual orientation, or gender identity.
- **Program:** ACGME-accredited residency or fellowship GME program.
- **Resident:** Any physician in an ACGME-accredited GME program including residents and fellows.

IV. Policy Statement

- **Resident Selection:** The selection of a Resident must be free from discrimination and comply with institutional, federal, and state laws and regulations.
 - An Applicant to a DH Program must adhere to the DH's application process as delineated at: <https://gme.dartmouth-hitchcock.org/apply>
 - An applicant meeting eligibility requirements outlined by the institution and the Program may be invited to interview.
 - Each Program applies its own criteria for evaluating and ranking Applicants. These criteria may include, but are not limited to:
 - Review and confirmation of eligibility requirements
 - Performance on standardized medical knowledge test
 - Verbal and written communication skills
 - Letters of recommendation from faculty
 - Dean's letter
 - Medical school transcript

- The recruitment and appointment of a Resident to training program sponsored by Dartmouth-Hitchcock/Mary Hitchcock Memorial Hospital is based on, and in compliance with, the ACGME's institutional, common, and specific program requirements.
- The process of application, eligibility, selection, and appointment of a Resident to a Program is the responsibility of the Program Director.
- An Applicant who is offered and accepts a position must consent to a pre-enrollment criminal background check and pass a pre-enrollment drug screening.

V. References

ACGME Institutional Requirements. (2022). Retrieved from ACGME.org

Common Program Requirements. (2023). Retrieved from ACGME.org

Specialty Specific Program Requirements (2023-2025). Retrieved from ACGME.org

Responsible Owner:	Graduate Medical Education (GME)	Contact(s):	Karen Miller
Approved By:	Chief Medical Officer - D-H Lebanon; GMEC Approver Group; Office of Policy Support - All Other Documents	Version #	4
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Date Policy to go into Effect:	Not Approved Yet		
Related Policies & Procedures:	Eligibility Requirements Policy - GME Non-Discrimination and Anti-Harassment Policy Recruitment Documentation Policy - GME		
Related Job Aids:			