

TITLE: RECRUITMENT AND SELECTION OF RESIDENTS FOR THE UPMC MERCY GENERAL SURGERY RESIDENCY PROGRAM

POLICY: Applications for a position in the Mercy General Surgery Residency Program are evaluated in accordance with the established residency selection process, as outlined below, and must meet all Institutional and General Surgery residency selection criteria.

RECRUITMENT AND SELECTION PROCESS

General information and residency program requirement information are available by request at any time. Application forms for a GENERAL SURGERY residency position are available through the Electronic Residency Application Service (ERAS) only and applications for a residency position are initiated and received through ERAS. Active recruitment of GENERAL SURGERY applicants occurs annually from October 15 through January 31. During this time frame applications are evaluated for eligibility to participate in the interview process. Eligibility for an applicant's participation in the interview process is determined by his/her degree of compliance with the Selection Criteria. (See Residency Selection Criteria below)

Scheduling of applicant interviews is conducted on a rolling basis. In addition to interviews by key GENERAL SURGERY Residency Program staff, interview participants are provided meals and a tour of UPMC Mercy. Each applicant is interviewed by members of the Residency Interview Committee:

- GENERAL SURGERY Program Director
- GENERAL SURGERY Associate Program Director
- GENERAL SURGERY Department Chairman
- Faculty Member(s)
- Residency Program Coordinator
- Chief Resident(s)
- Selected Residents

Subsequent to the application and interview processes, each applicant's credentials and qualifications are reviewed by the Residency Selection Committee (members listed above). It is the Residency Selection Committee's responsibility to determine a list of eligible candidates (Rank Order List) for the GENERAL SURGERY Residency Program in rank order of preference/qualifications/adherence to Selection Criteria. Eligible candidates are submitted to the National Residency Match Program (NRMP) via the Rank Order List. The submission deadline date varies and is specified each year by the NRMP. Once residency candidates are matched to the GENERAL SURGERY Residency Program, the General Surgery Staff completes the confirmation and licensure process.

Confirmation letters and contracts are sent to each candidate matched with the UPMC Mercy GENERAL SURGERY Residency Program.

SELECTION OF RESIDENTS OUTSIDE OF THE NRMP

If a residency position becomes vacant, after the match has been completed, the Program Director may recruit, interview and fill this vacancy outside of the NRMP process. All non-match candidates participate in the same interview process and are subject to the same selection criteria and processes as NRMP candidates. Recruitment and selection of residents by this procedure are reviewed by the Office of Medical Education and Research to ensure compliance with all rules, regulations and policies of the matching services.

RESIDENT TRANSFER

Residents transferring from another residency program require further validation of credentials and qualifications in order to determine the appropriate level of educational placement. Prior to acceptance into the GENERAL SURGERY Residency Program Director must receive:

1. Written verification of the previous educational experiences
2. A written statement describing results of performance evaluations, including an assessment of competence in the six (6) competency areas.

RESIDENCY SELECTION CRITERIA

- Satisfactory Academic Credentials
- Graduation from LCME or AOA accredited medical schools
- Graduation from an International Medical School
- All International Graduates must comply with ACGME/ECFMG requirements for entry into graduate medical education in the United States.
- Interest in UPMC Mercy
- Graduation within past five (5) years preferred
- Medical School Grades and Evaluation Results
- Personal Statement
- Reference Letters from the Dean and other Medical School Faculty
- Reference Letters from Faculty during rotations
- Other pertinent correspondence
- Satisfactory Performance on Examinations:
 - USMLE – Steps 1 and 2 with a preferred score of **85** or higher preferred
 - COMLEX – Parts 1 and 2 with a preferred score of **500** or higher preferred
- Research and Teaching Experiences
- Community Service Experiences
- Professionalism and Personal Characteristics (including but not limited to)
 - Interpersonal and Communication Skills
 - Ability to listen and communicate clearly and accurately
 - Professional Attitudes
 - Reliability, integrity, mutual respect for others, commitment to ethical conduct
 - Humanistic Qualities
 - Compassion, sensitivity and respect for the dignity of others, importance of patient confidentiality

POLICY SOURCE/CROSS REFERENCE

Other related policies: GME Policy - Resident/Fellow Eligibility and Selection