

Spokane Teaching Health Center

RESIDENT / FELLOW RECRUITMENT and SELECTION POLICY

Approved on January 28, 2014

This policy applies to residents and fellows in all ACGME accredited training programs.

Purpose: To ensure a systematic and consistent process of recruiting and selecting applicants for all Spokane Teaching Health Center sponsored residency and fellowship programs.

Policy: All applicants for first year positions are made using the Electronic Residency Application Service (ERAS). Applicants applying for second year positions will submit complete copies of ERAS applications and will be subject to complete credentials verification.

Spokane Teaching Health Center ensures that all of the residency and fellowship programs that it sponsors select from among eligible applicants on the basis of each residency programs criteria e.g., preparedness, ability, aptitude, academic credentials, letters of recommendation and personal qualities such as motivation and integrity. Programs must not discriminate with regard to age, sex, race, religion, color, national origin, disability, or any other applicable legally protected status.

All sponsored residency and fellowship programs are encouraged to utilize the National Resident Matching Program (NRMP). Primary responsibility for the selection of residents and fellows from among eligible candidates lies with the respective Program Director and the faculty.

The DIO and GMEC reviews the result of the match each year. Programs monitor progress of appointees through the program and track their subsequent careers. The results of the selection and success of residents and fellows in each residency/fellowship are reviewed by the GMEC at each program's Annual Program Evaluation (APE) and as part of the Annual Institutional Review (AIR).

The DIO and/or GMEC Chairperson will include the results of the resident/fellow recruitment and selection process in the written annual executive summary of the AIR to the Governing Body and Board of Directors of the STHC, PSHMC, Deaconess Hospital and Providence Mount Carmel.