

## CHRISTIANA CARE HEALTH SERVICES

<b>POLICY:</b>	<b>Resident Eligibility</b>
DEPARTMENT:	GMEC
DATE OF ORIGIN:	October 27, 1999
LAST REVISION DATE:	August 01, 2013
REGULATORY REFERENCE:	ACGME

### ***POLICY:***

Eligible applicants for residency positions must demonstrate completion or anticipated completion of required post-secondary education and certification specific to the training program to which application is made. Further, applicants must demonstrate coordination, observation, communication, conceptual, integrative and analytic abilities, and behavioral and social attributes including professionalism necessary to complete the educational and accreditation requirements of the program to which application is made.

### ***PURPOSE:***

To define the requirements for eligibility for residents applying to CCHS programs.

### ***SCOPE:***

All residency programs at CCHS.

### ***PROCEDURE:***

The Program Director and Department Education Committee/Clinical Competency Committee for each residency will confirm that each resident applicant offered a position fulfills the following requirements.

The post-secondary education will be acquired from institutions holding accreditation specific to the training program as follows:

#### American or Canadian Graduates

Allopathic Medical Programs	Liaison Committee on Medical Education
Osteopathic Medical Programs	American Osteopathic Association
Dental/OMFS Programs	American Dental Association
Podiatric Programs	Council on Podiatric Medical Education
Pharmacy Programs	American Council on Pharmaceutical Education

International medical graduates must provide evidence of valid ECFMG certificate or completion of a 5th pathway program provided by an LCME accredited medical school, and completion of USMLE Steps I & II. Eligible IMG's must possess a valid visa at the time of employment.

Eligible applicants must fulfill the essential job functions of the position as is specific to the individual program and identified in the program policy. In general applicants should fulfill the following:

### ***SENSORY AND MOTOR COORDINATION OR FUNCTION***

The resident must be able to:

- Perform a physical exam utilizing palpation, auscultation, percussion, and other diagnostic maneuvers
- Respond promptly to medical emergencies within the hospital.

- Perform basic diagnostic and therapeutic procedures (e.g. venepuncture, phlebotomy, intravenous line placement and administration of IV medications, lumbar puncture.)
- Transport oneself to a variety of hospital and ambulatory settings in a timely fashion.

### **OBSERVATION**

The resident must be able to:

- Observe a patient accurately at a reasonable distance and close at hand, noting non-verbal as well as verbal signals
- Detect color of skin, fluids, media, etc.
- Visualize and discriminate findings on X-rays and other imaging studies
- Efficiently read written and illustrated materials
- Observe demonstrations in the classroom (demonstration material, projected slides, videos, films, overheads)
- Observe and differentiate changes in body movement
- Observe anatomic structures
- Discriminate numbers and patterns (diagnostic instruments and tests, (e.g., ECG, imaging studies)
- Possess sufficient hearing for required diagnostic functions (e.g., use of stethoscope) and for hearing the full range of human speech (whispered to loud voices)
- Use basic medical equipment
- Perform history and physicals,
- Write appropriate history
- Take appropriate notes
- Communicate clearly in English

### **COMMUNICATION**

The resident must be able to:

- Communicate clearly with and observe patients and families in order to elicit information including a thorough history from patients, families and other sources
- Read and understand a large volume and breadth of materials (scientific, clinical)
- Communicate clinical information effectively and efficiently in oral and written English with members of the health care team and other health care professionals
- Adjust form and content of communications to the patient's functional level or mental state
- Communicate complex findings in appropriate terms to various members of the health care team (fellow student, physicians, nurses, nurses' aides, therapists, social workers, paraprofessionals)
- Read and record observations and plans legibly, efficiently, and accurately
- Prepare and communicate precise but complete summaries of individual encounters, including hospitalizations
- Complete forms according to direction in a complete and timely fashion
- Comply with State and Federal regulations
- Comply with the rules and requirements as set forth by the institution and the specific residency programs

### **CONCEPTUAL, INTEGRATIVE, and ANALYTIC ABILITIES**

Including capacities for measurement, calculation, reasoning, judgment, and synthesis

- Demonstrate clinical reasoning and problem solving
- Construct an appropriate diagnostic plan
- Recall and retain information
- Incorporate new information from peers, teachers, and the medical literature in formulating diagnoses and plans
- Show good judgment in patient assessment, diagnostic, and therapeutic planning

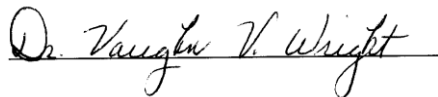
**BEHAVIORAL AND SOCIAL ATTRIBUTES AND PROFESSIONALISM** – including empathy, integrity, honesty, and concern for others, good interpersonal skills, interest and motivation.

The resident must:

- Maintain a professional demeanor
- Maintain appropriate professional and ethical conduct
- Be able to function at a high level in the face of long hours and a high stress environment.
- Protect patient confidentiality and the confidentiality of written and electronic medical records
- Function in the face of uncertainties inherent in the clinical problems of patients
- Accept the responsibility of caring for others
- Accept appropriate suggestions and criticisms and modify behavior
- Give and accept criticism appropriately and without prejudice
- Work nights and weekends as required by specific rotations and assignments

Candidates for residency positions will not be discriminated against with regard to sex, age, religion, color, national origin, disability, or veteran status, and CCHS will comply with Executive Order 11246, the rules, regulations, and relevant orders of the Secretary of Labor, and any other applicable laws.

**SIGNATURES/APPROVALS:**



Reviewed 05/01/2015