

CHRISTIANACARE

POLICY:	Resident Eligibility
DEPARTMENT:	GMEC
DATE OF ORIGIN:	October 27, 1999
LAST REVISION DATE:	November 29, 2021
REGULATORY REFERENCE:	ACGME

POLICY:

Eligible applicants for residency positions must demonstrate completion or anticipated completion of required education and certification specific to the training program to which the application is made. Further, applicants must demonstrate

1. Sensory and motor coordination or function
2. Observation
3. Communication
4. Conceptual, integrative and analytic abilities
5. Behavioral and social attributes and professionalism necessary

in order to complete the educational and accreditation requirements of the program to which application is made.

PURPOSE:

To define the requirements for eligibility for applicants applying to ChristianaCare (CC) programs.

SCOPE:

All residency programs at CC.

PROCEDURE:

The Program Director and if needed in conjunction with the program's Education Committee/Clinical Competency Committee for each residency will confirm that each resident applicant offered/matched a position fulfills the following requirements.

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

American or Canadian Graduates

Liaison Committee on Medical Education (LCME) approved allopathic medical schools
Commission on Osteopathic College Accreditation (COCA) approved osteopathic schools

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. See Visa sponsorship policy

Eligible applicants must fulfill the essential job functions of the position as is specific to the individual program (or customary to the specialty nationally) and identified in the specific residency program policy. In general applicants should fulfill the following:

SENSORY AND MOTOR COORDINATION OR FUNCTION

The resident must be able to:

- Perform an appropriate physical exam (based on specialty)
- Use basic medical equipment
- Respond promptly to medical emergencies within the hospital or offices
- 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, noting non-verbal as well as verbal signals/cues
- Detect color of skin, fluids, media, etc.
- Efficiently read written and illustrated materials
- Observe demonstrations in the classroom (demonstration material, projected slides, videos)
- Observe and differentiate changes in body movement
- Observe anatomic structures
- Discriminate numbers and patterns (diagnostic instruments and tests, (e.g., ECG, imaging studies)

COMMUNICATION

The resident must be able to:

- Perform an appropriate history and communicate clearly verbally and electronically with patients, families and other sources
- Communicate clearly in English
- Read and understand a large volume and breadth of materials (scientific, clinical)
- 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)
- 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 program 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 CC will comply with Executive Order 11246, the rules, regulations, and relevant orders of the Secretary of Labor, and any other applicable laws.

SIGNATURES/APPROVALS:

Dr. Vaughn V. Wright

Reviewed 11/29/2021