



ORA-GME004 Policy

Subject	Recruitment, Selection, Eligibility & Initial Appointment
Department/Section	CHRISTUS Office of Research and Academics
Effective Date	12/2016
Last Review Date	9/2025
Revision Date	9/2025

Purpose

To outline the criteria for resident/fellow recruitment, selection, eligibility, and initial appointment.

Policy

Recruitment, selection and appointment of residents/fellows are performed by the Program Directors with oversight by the Institution's GMCEC and in accordance with ACGME and the relevant State Medical Licensing Board requirements.

A. Eligibility Criteria:

1. A graduate of an LCME accredited (Liaison Committee on Medical Education) medical school or Canadian accredited medical school; or,
2. A graduate of a college of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
3. U.S. Workers (U.S. Citizen, Lawful Permanent Resident, Asylee, Refugee, Temporary Resident, and other properly work authorized individuals). Visa sponsorship may be available (varies by program). When applicable, all matched applicants must obtain a valid visa prior to intern orientation (two weeks prior to July 1st)
4. If a graduate of a medical school outside the United States or Canada, they must meet one of the following additional qualifications:
 - a. holds a valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment; or,
 - b. holds a full and unrestricted license to practice medicine in a United States licensing jurisdiction in his or her current ACGME specialty/subspecialty program; or,
 - c. has graduated from a medical school outside the United States and has completed a Fifth Pathway program provided by an LCME-accredited medical school.
 - d. The medical school must be listed as a medical school that demonstrates their education is equivalent to that of a medical school as listed on the relevant US State's Medical Licensing Board, indicating that they are eligible for resident selection and a valid Physician in Training Permit.
5. Meet all State Permit in Training requirements at the start of the appointment. Applicants who fail to meet State Permit in Training requirements by the original contract start date of their training program will not be appointed.

B. Program Responsibilities:

1. Each program is responsible for the selection of their trainees, and will have a selection committee that will review the credentials of all applicants.
2. Programs that participate in the National Resident Matching Program or any sub-specialty Match must accept their first tier residents through their Match.
3. Programs will not discriminate based upon age, race, sex, religion, ethnicity, national origin, sexual orientation, disability, marital status or veteran status.
4. Programs will inform applicants invited to interview for a resident/fellow position, in writing or by electronic means, regarding the terms, conditions and benefits of appointment to the ACGME-accredited program, either in effect at the time of the interview or that will be in effect at the time of his/her eventual appointment.

C. Initial Appointment

1. Residents/fellows are appointed for one year. Contracts will outline the terms and conditions of the appointment to the program. Contracts are renewable annually for reappointment.
2. Neither CHRISTUS Health nor the ACGME-accredited programs will require residents/fellows to sign a non-competition guarantee or restrictive covenant.

References/Regulations/Requirements

ACGME Institutional Requirements (effective July 1, 2022):
IV.B. Resident/Fellow Appointments
IV.C. Agreement of Appointment/Contract
IV.M. Non-competition

APPROVED BY:



John C. McDonald, DO, FACOI
Designated Institutional Official

9.17.2025

Date