



Trinity Health Michigan Graduate Medical Education

Eligibility, Recruitment, and Selection Policy

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PURPOSE: To provide a fair and consistent process in determining the eligibility and selection of Residents/Fellows.

SCOPE: Applicants to Trinity Health Michigan Sponsored Graduate Medical Education Residency and Fellowship Programs.

POLICY:

Trinity Health Michigan Programs and Program Directors are responsible for determining the eligibility and selection of Residents/Fellows entering their Accreditation Council for Graduate Medical Education (ACGME)-accredited Residency Programs.

Applicants applying to ACGME programs shall possess one of the following qualifications to be eligible for appointment to Trinity Health Michigan residencies:

1. Graduate of a medical school in the United States accredited by the Liaison Committee on Medical Education (LCME).
2. Graduate of a college of osteopathic medicine in the United States accredited by the American Osteopathic Association Commission on Osteopathic College Accreditation (AOACOA).
3. Graduate of a medical school outside the United States and Canada who meets one of the following qualifications: 1) holding a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment; or 2) has a full and unrestricted license to practice medicine in a United States licensing jurisdiction in which they train.
4. All prerequisite post-graduate clinical education required for initial entry or transfer into Trinity Health Michigan ACGME-accredited fellowship programs must be completed in ACGME-accredited residency programs, AOA approved residency programs, Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency programs located in Canada, or in residency programs with ACGME International (ACGME-I) Advanced Specialty Accreditation.

5. Residency programs must receive verification of each resident's level of competency in the required clinical field using ACGME, CanMEDS, or ACGME-I Milestones evaluations from the prior training program upon matriculation. Each Review Committee may further specify prerequisite postgraduate clinical education, Program Directors are responsible for confirming these requirements are met.

Applicants applying to non-ACGME accredited programs please see program level policies for eligibility criteria.

Resident Eligibility Exception:

Based on ACGME Review Committee requirements, some Trinity Health Michigan ACGME-accredited residency programs may accept an exceptionally qualified international graduate applicant who does not satisfy the eligibility requirements listed above but who does meet all of the following additional qualifications and conditions:

1. Evaluation by the program director and residency selection committee of the applicant's suitability to enter the program, based on prior training and review of the summative evaluations of this training; and,
2. Review and approval of the applicant's exceptional qualifications by the GMEC; and,
3. Verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification.

Applicants accepted through this exception must have an evaluation of their performance by the Clinical Competency Committee within 12 weeks of matriculation.

RESIDENT/FELLOW SELECTION

Trinity Health Michigan Hospitals support only J-1 Visas. Trinity Health Ann Arbor may, in its discretion, sponsor eligible candidates for U.S. permanent residency or work authorized immigration status in limited circumstances, such as when it determines there is a need for critical skills or when exceptions will help staff "hard to fill" positions.

Eligible applicants are selected on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Applicants must be committed to the Trinity Health mission. TH Michigan Residency/Fellowship Programs do not discriminate based on legally protected classifications or activity. TH Michigan and its ACGME-accredited programs that participate in the National Resident Matching Program (NRMP) agree to the Terms and Conditions of the NRMP. Trinity Health Michigan applicants participating in Centralized Application Service for Podiatric Residencies (CASPR) agree to the terms and conditions of the CASPR. Matched applicant positions are contingent on a satisfactory drug screen, background investigation, occupational health screening, including undertaking any immunization program requested and successful acquisition of a Michigan limited educational license.

Applicants considered outside the NRMP/CASPR are contingent on a satisfactory drug screen, background investigation, occupational health screening, including undertaking any immunization program requested and successful acquisition of a Michigan limited educational or permanent medical license. All incoming residents are expected to participate in orientation activities in their respective TH Michigan Hospitals that begin approximately two weeks ahead of their scheduled start date. All applicants applying for positions and all residents applying for promotion at the PGY-3 level and above must have also successfully passed USMLE Step 3 or COMLEX 3 or NBPME 3.

PROCEDURE:

The Sponsoring Institution and Graduate Medical Education Committee shall maintain oversight to ensure that residency and fellowship programs develop, maintain, and regularly review appropriate program level eligibility, recruitment and selection, policies.

PROCESS: *See specialty program policies*

APPENDIX: None

REFERENCES:

[Common Program Requirements - Residency 2025](#)
[ACGME Institutional Requirements](#)
[2025 Match Participation Agreement for Applicants | NRMP](#)
[ECFMG Certification](#)
[Health Professional Licensing](#)

DEFINITIONS: None

REVIEWER(S) AND DATE(S):

TH Michigan GME Policy Task Force Date approved: 03/03/2025

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