

## Policy for Recruitment and Selection of Residents

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**Purpose: To Ensure a Uniform Standard for the Recruitment and Selection of Residents.**

- Residency training programs at Bridgeport Hospital, where applicable, will participate in the National Residency Matching Program and the Hospital shall adhere to all rules and regulations. All applicants must meet the eligibility requirements stipulated in the ACGME Institutional, Common and Program-Specific Requirements.
- All candidates shall complete an interview process. This should consist of interviews with faculty members and residents.
- For the 2021-22 interview season, all interviews must be virtual. There will be no in-person interviews.
- The candidate should be informed in writing or by electronic means, of the terms and conditions of employment and benefits as described in the ACGME Institutional Requirements, either in effect at the time of the interview or that will be in effect at the time of his or her eventual appointment.

Information that is provided must include: financial support, vacations, parental, sick and other leaves of absence; and professional liability, hospitalization, health, disability and other insurance accessible to residents/fellows and their eligible dependents.

- It is desirable to give the applicant information on the pass rate on respective Board examinations, as well as information on the career paths of program graduates.
- Everyone who interviews the candidate, including the residents, should be given an opportunity to rate the acceptability of the candidate. All evaluations should be considered in the final ranking of the candidate. It is desirable that a printed form to facilitate candidate rankings to be used in all programs.
- Candidates to the programs must be selected among eligible applicants on the basis of the preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity.
- The Designated Institutional Official will, by prior request, interview any candidate and give his/her evaluation of the suitability of the candidate for a program.
- This policy reflects the Yale New Haven Health System's commitment to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender, gender identity or expression, national origin, age, ancestry, marital status, disability, genetic information, and/or veteran status, and to adhere to all applicable federal, state and local laws governing nondiscrimination in employment. This commitment also demonstrates the YNHHS core values.

- **Resident Transfers:** Before accepting a resident who is transferring from another program, the program director must obtain written or electronic verification of previous educational experiences and a summative competency-based performance evaluation of the transferring resident, including milestones.

10/2012

4/2015

6/2020

8/2021