

## Appointment Policy for Residents and Fellows

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### Resident Appointment

1. Eligible applicants will be considered for an appointment based on academic credentials, ability, overall preparedness, communication skills, aptitude, personal qualities (such as motivation and integrity) and other written criteria developed by the Program Director and approved by the DIO.
2. In selecting from qualified applicants, Bridgeport Hospital will participate in an organized matching program such as the National Resident Matching Program for all eligible programs. All programs participating in the NRMP or other organized matching programs must comply with all rules and regulations of said matching program.
3. In determining resident eligibility and appointment, Bridgeport Hospital will not discriminate with regard to a resident's gender, race, religion, color, creed, national origin, disability, sexual orientation or veteran status.
4. Programs, in partnership with Bridgeport Hospital, must strive to recruit and retain a diverse and inclusive workforce of residents and fellows.
5. All resident/fellow agreements (contracts) are offered for 1 year.
6. Applicants invited to interview for a position must be informed, in writing or by electronic means, of the terms, conditions, and benefits of appointment to the program in accordance with the current *Institutional and Common Program Requirements*.

### Eligibility Requirements – Residency Programs

1. All prerequisite post-graduate clinical education required for initial entry or transfer into an ACGME-accredited residency programs must be completed in ACGME-accredited residency programs, or in Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency programs located in Canada. Residency programs must receive verification of each applicant's level of competency in the required clinical field using ACGME or CanMEDS Milestones assessments from the prior training program.
2. A physician who has completed a residency program that was not accredited by ACGME, RCPSC, or CFPC may enter an ACGME-accredited residency program in the same specialty at the PGY-1 level and, at the discretion of the program director at the ACGME-accredited program may be advanced to the PGY-2 level based on ACGME Milestones assessments at the ACGME-accredited program. This provision applies only to entry into residency in those specialties for which an initial clinical year is not required for entry.

3. A Review Committee may grant exception to the eligibility requirements for an “exceptionally qualified” applicant as specified in the *Common Program Requirements* for residency programs that require completion of a prerequisite residency program prior to admission. The GMEC must approve the appointment of a resident under the “eligibility exception”.
4. Review Committees will grant no other exceptions to these eligibility requirements for residency education.
5. All transfers into a Bridgeport Hospital residency program at the PGY III level or higher must have passed USMLE Step 3 prior to entering the program.

#### Eligibility Requirements – Fellowship Programs (effective 7/1/19)

All prerequisite education for entry into ACGME-accredited fellowship programs must be completed in a program with one of the following: ACGME-accreditation, AOA approval, ACGME-I Advanced Specialty Accreditation or RCPSC or CFPC- accreditation.

Fellowship programs must receive verification of each entering fellow’s level of competency in the required field using ACGME or Can MEDS Milestones assessments from the core residency program.

Fellow Eligibility Exceptions for exceptionally qualified applicants are permitted if allowed by the respective Review Committee. The procedure to grant an exception must be compliant with the most recent *Common Program Requirements*. The GMEC must approve the appointment of a Fellow under the “eligibility exception”.

All applicants to a fellowship program at Bridgeport Hospital must have passed USMLE Step 3 prior to entering the program.

#### Appointment Process

Appointment to the Medical Staff must be processed through the office of the respective department chairman. Resident physicians are responsible for completion of the appropriate application form(s). Resident eligibility for appointment must meet current *ACGME Common Program Requirements*.

#### Delineation of Clinical Privileges

The delineation of clinical privileges shall be granted by the Board of Directors upon recommendations of the respective department chairman and the Medical Staff Executive Committee, based on the individual’s education, training, experience and competence and the ability of the institution to provide necessary resources.

Each department sponsoring a residency program at Bridgeport Hospital has agreed on a process for the delineation of clinical privileges of resident physicians. While it is recognized that certain generic responsibilities are outlined in the position description for all resident physicians, there are those treatments and procedures specific to a specialty that require evaluation and approval by the respective chairman of the department prior to being performed independently.

On behalf of Bridgeport Hospital as the Sponsoring Institution, the Office of Graduate Medical Education will be responsible for periodically reviewing whether resident selection and interview activities are consistent with this Policy. The Office of Graduate Medical Education may delegate these review activities to individual Program Directors or their designees.

*10/7/16*

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