2.1 **ELIGIBILITY**

The following is the policy of University Hospitals Case Medical Center regarding the recruitment, eligibility and selection of residents. Each applicant must file an application, provide references including a Dean’s letter and, finally, appear for a series of interviews.

A. **Eligibility**. Applicants with one of the following qualifications are eligible for appointment to accredited residency programs:

1. Graduates of medical schools in the U.S. and Canada accredited by the Liaison Committee on Medical Education (LCME).

2. Graduate of colleges of osteopathic medicine in the U.S. accredited by the American Osteopathic Association (AOA).

3. Graduates of medical schools outside the U.S. and Canada who meet one of the following qualifications:
   a. Have a currently valid certificate issued by the Education Commission for Foreign Medical Graduates (ECFMG).
   b. Have a full and unrestricted license to practice medicine in a U.S. licensing jurisdiction.

4. Graduates of medical schools outside the U.S. who have completed a Fifth Pathway program provided by an LCME accredited medical school.

5. Graduates of dental schools in the U.S. and Canada accredited by the Commission on Dental Accreditation who have been accepted into the Case Western Reserve University School of Dental Medicine program in Advanced Educational Dentistry, Pediatric Dentistry or Oral and Maxillofacial Surgery.

B. **Selection**.

1. Programs at University Hospitals Case Medical Center select from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Programs shall not discriminate with regard to gender, race, age, religion, color, national origin, disability, sexual orientation or veteran status.

2. In selecting from qualified applicants programs participate in an organized matching program, where available, such as the National Resident Matching Program (NRMP).

C. **Additional Items of Note**

1. All residency candidates must have passed USMLE Step 1 and all sections of USMLE Step 2 prior to the initiation of residency training and employment by UHCMC.

2. All residents must have attempted USMLE Step 3 prior to the beginning of their final year of residency.

3. All residents must have passed USMLE Step 3 prior to completion of training to enable the Program Director to attest that the resident is capable of independent practice after training.

4. All fellowship candidates must have passed USMLE Step 3 prior to the initiation of fellowship training and employment in an accredited fellowship program by UHCMC.
2.2 VISA POLICY

It is UH policy to comply with the immigration laws of the United States, and all residents must obtain and maintain an immigration status that permits employment by the Hospital in a clinical capacity. UHCMC participates in the application for J-1 visas as well as H1-B visas under certain conditions.

UHCMC supports the pursuit of H-1B visas for graduates of medical schools accredited by the Liaison Committee on Medical Education ("LCME"). Other Foreign Medical Graduates ("FMG") will be considered for the H1-B visa on a case-by-case basis. The GMEC reserves the right to determine qualifications for eligibility for a H-1B visa based upon criteria such as but not limited to an area of need for the hospital (i.e. difficult to fill position; shortage) and the perceived academic potential of the applicant. UHCMC does not discriminate against particular individuals seeking visa status, including based on race, color, national origin, sex, religion, age, or disability. FMG H-1B visa candidates must have a valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) and have passed United States Medical Licensing Exam ("USLME") Step 3 at the time of application. To the extent permitted under applicable law, UHCMC shall require all visa applicants to pay any fees or other costs associated with UHCMC's sponsorship of any H-1B applicant.

If, at any time, a resident fails to timely obtain or retain the requisite visa status from the United States Citizenship and Immigration Services (USCIS) the resident will be subject to dismissal or leave of absence, with or without pay, in accordance with applicable USCIS regulations. For any individual UHCMC is required to bear the cost of repatriation, the Resident shall provide UHCMC at least two weeks advance notice of any specific costs associated with such repatriation that UHCMC should bear. To the extent permitted by law, Resident shall follow UHHS System wide Policy HR-18 or its successor with respect to reimbursement for such repatriation costs. Residents who are visa holders may not moonlight.