



CRITERIA AND PROCESSES FOR SELECTION OF RESIDENTS

Resident Eligibility

As per ACGME Institutional Requirements, applicants for residency training at UTHSCSA must meet one of the following qualifications:

1. Graduate of medical school in the U.S. and Canada accredited by the Liaison Committee on Medical Education (LCME) or the American Osteopathic Association (AOA).
2. Graduate of an international medical school, meeting one of the following qualifications:
 - a. Have a currently valid ECFMG certificate or
 - b. Have a full and unrestricted license to practice medicine in a U.S. licensing jurisdiction.
3. Graduate of international medical school who has completed a Fifth Pathway program provided by an LCME-accredited medical school.

The Department of Urology participates in the Matching Program of the American Urological Association. Details with regards to the Matching Program can be found at the AUA Web Site at www.auanet.org.

Residency programs' resident selection committees rank candidates on the basis of the group's assessment of the individual's potential contributions in that particular specialty of medicine. These judgments are based on the applicant's academic performance, the assessment of their faculty as reflected in letters of recommendation, and personal qualities evaluated during the interview process conducted by faculty and resident representatives, including motivation, integrity, and communication skills.

The UTHSCSA urology residency program participates in the program administered through the American Association of Medical College's centralized Electronic Residency Application Service (ERAS) matching system. Access to the ERAS system is available at <http://www.aamc.org/students/eras/>. The application process opens on September 15th annually.

Upon completion of the required documentation in ERAS, an initial screening of applicants is accomplished. The application packet is broken down into several sections, each of which is evaluated by a separate faculty committee. The first committee looks at board scores and transcripts. The second committee reviews personal statements and community service activities. The third committee reviews the applicant research activities and publications. The final committee reviews letters of recommendation. Each committee score is weighted and a final tally of the individual scores is obtained. The top 32 individuals are selected to interview.

Interviews are conducted by selected four or five-member faculty committee, including the program director. The chair conducts separate interviews as well. The 20-30 minute panel interviews are scheduled over a two-day period in November or December of each

year. The actual interview dates can be found on the Department web site (www.urology.uthscsa.edu). At this time the applicants are encouraged to meet with the current resident staff in an informal setting, including dinner the night prior to the interview day and during tours of the hospital facilities. Residents are encouraged to fill out evaluations of the candidates based on their interactions. These evaluations are considered at the time of the final rank meeting before submitting the final rank list to the match. Following the interviews, an evaluation including a numerical ranking for the entire group is completed by each interviewer. A data matrix is developed which includes the rankings from each of the previous committees and the interview scores. A final rank order is obtained from the matrix and presented to the faculty for comments and adjustments. The completed rank list is then submitted to the residency match program.

As Urology is a challenging specialty with many areas of subspecialty coverage (infertility, impotence, oncology, endourology, calculus disease, minimally invasive surgery, neurouurology – to name just a few), the Residency Program in Urology seeks only the most highly-qualified applicants for a position. While it is not possible to definitely characterize the *ideal* candidate, qualities that are sought include – collegial personality, a history of initiative (doing more than is expected), perseverance, adaptability and an ability to assimilate and process complex information.

If all positions are not filled through the match, residents may subsequently be appointed to unfilled positions from the pool of unmatched students, or other sources, as long as they meet institutional standards.

All resident applicants must be screened against Office of the Inspector General (OIG) and General Services Administration (GSA) lists; individuals listed by a federal agency as excluded, suspended, or otherwise ineligible for participation in federal programs (Institutional Compliance Agreement p.6 of 18) are ineligible for residency or fellowship at UTSCSA. Non-citizens must have permanent resident status or a J-1 visas for medical residency positions at the UTHSCSA.

Resident Selection and Appointment

It is the policy of the UTHSCSA and its affiliated hospitals to sustain resident selection processes that are free from impermissible discrimination. In compliance with all federal and state laws and regulations, the University of Texas System Policy, and Institutional Policy, no person shall be subject to discrimination in the process of resident selection on the basis of gender, race, age, religion, color, national origin, disability, sexual orientation, or veteran status.

In addition to the guidelines above, the Texas State Board of Medical Examiners (TMB) mandates a postgraduate Physician-in-Training permit (a.k.a. PIT license) for all residents entering Texas programs who do not have a permanent Texas license to practice medicine. These rules essentially make it necessary for the resident to demonstrate that he/she will be eligible for permanent licensure in Texas. Residents are expected to be familiar with the regulations at [the TMB website](http://www.tmb.state.tx.us).

RESIDENT CONTRACT

A copy of the resident contract can be found at:
<http://uthscsa.edu/gme/residentsfellows.asp>