

**IOWA METHODIST MEDICAL CENTER**  
**Department of Surgery Education**  
**Policies & Procedures**

**Policy on Resident Selection**

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**Purpose**

This policy establishes the selection criteria used by the General Surgery Residency Program and complies with requirements of the Accreditation Council for Graduate Medical Education and the UnityPoint Health – Des Moines Graduate Medical Education Committee Policy on Resident Recruitment and Appointment.

**Procedure**

The surgery residency program will select from among eligible applicants on the basis of preparedness, ability, aptitude, academic credentials, communications skills, and personal qualities such as motivation and integrity. The surgery residency program will not discriminate with regard to sex, race, age, religion, color, national origin, disability or veteran status.

All applicants must be registered with the National Resident Matching Program (NRMP) and must submit their application through the electronic residency application service (ERAS). Supporting documentation required of all ERAS applicants includes a medical school transcript from an LCME or AOA accredited medical school, the Medical Student Performance Evaluation (MSPE) written by a Dean of the medical school, three letters of recommendation, personal statement and a USMLE or NBOME transcript. Once this information is received, the application is reviewed and selected qualified candidates are invited to schedule an interview. Interviews are conducted between November and February each year. See interview criteria below.

Each applicant interviewed will meet with the Program Director, Associate and Assistant Program Directors, selected faculty interviewers, resident representatives, and the Residency Program Coordinator. Each interviewer completes a standard evaluation form.

After all interviews for the year are conducted, faculty interviewers and residents are invited to review the applicants and advise the Program Director on the development of the rank order list. The strength of the candidates' medical school performances, national board scores, MSPE, letters of recommendation, on-site rotation performance (if any), and interview performance are used in developing the rank order list. The final rank order list is the responsibility of the Program Director who then submits the list to the NRMP.

## **Interview Criteria**

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Applicants must meet these minimum criteria to be considered for an interview:

1. Pass Step 1 USMLE on 1<sup>st</sup> or 2<sup>nd</sup> attempt; if Step 2 USMLE has been taken, it must also be passed on 1<sup>st</sup> or 2<sup>nd</sup> attempt.
2. Three letters of recommendation, at least two from surgeons.
3. If candidate is from a non-LCME accredited school:
  - a. Match within two years of graduating from medical school
  - b. One year of clinical experience in U.S.
  - c. Score of 235 or better on both USMLE Step 1 and 2 and Step 3 if applicable.
  - d. Must be fluent in the English language, both written and verbal.
  - e. J1 Visa only.
4. Individual exceptions based on strength of application after review by the Program Director.
5. Applications are accepted via ERAS only.