

 	Northwest Washington Family Medicine Residency GME Policy – Recruitment & Selection	Page 1 of 2	Next Review Date
	Virginia Mason Franciscan Health Program	Revised: 07/01/2026	Next Review Date (2028)
	Graduate Medical Education Committee		
GMEC Chair: Syed Shah, MD			

PURPOSE

It is the policy of the Graduate Medical Education Committee (GMEC) that valid, fair, effective, and ethical criteria be applied to recruitment and appointment into supervised residency programs. Supervised programs will not discriminate with regard to age, gender, race, religion, color, creed, national origin, disability, sexual orientation, veteran status or any other applicable legally protected status.

PROCEDURE

Resident Recruitment

To have an application for residency considered, applicants must participate in the Electronic Residency Application System (ERAS), the National Residency Match Program (NRMP) AND meet one of the following criteria:

1. Be less than 2 years from medical school graduation date;
2. Be in good standing in an ACGME-accredited Graduate Medical Education training program with eligibility for transfer to another program; or
3. Be an independently-licensed and practicing physician

To be eligible for a position in Graduate Medical Education at Virginia Mason Franciscan Health Program, applicants must meet one of the following qualifications:

1. Graduates of medical school in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).
2. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
3. Graduates of medical schools outside of the United States and Canada who meet one of the following qualifications:
 - a. Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates verifying final medical diploma, or
 - b. Have a full, active and unrestricted license to practice medicine in a US licensing jurisdiction.
 - c. **Virginia Mason Franciscan Health Program does NOT offer visa sponsorship.**

To meet appropriate educational standards and national quality standards in preparation for medical licensure and certification by the American Board of Medical Specialties, Residents must successfully pass specified Steps of the United States Medical Licensing Examination (USMLE).

1. Steps 1 and 2 (CK and CS) or equivalent examinations (COMLEX-USA or MCCQE) must be completed prior to an offer to train in a Virginia Mason Franciscan Health Residency Program.

Resident Selection

Eligible applicants will be interviewed and selected based upon the established policies/procedures of individual programs. Residents may be evaluated and considered for possible appointment based on their:

1. Academic credentials
2. Demonstrated ability
3. Overall preparedness
4. Communication skills
5. Aptitude
6. Motivation
7. Integrity, and
8. Other written criteria developed by the Program Director which do not violate the Virginia Mason Franciscan Health Program policy regarding Non-Discrimination.

References

Accreditation Council for Graduate Medical Education – Institutional Requirements effective 1Jul2015 IV.A