

## **PCR GME Applicant Eligibility and Selection Policy Aug 2025**

### **Employment Eligibility**

Background Check: resident/fellow applicants will be required to pass a standard background check, required of all Piedmont employees in trusted positions, prior to being hired. Background check will be conducted by a third-party organization and will look at criminal, financial, and employment history.

Drug Screening: resident/fellow applicants will be required to pass a standard drug screening test for employment.

Health Screening: resident/fellow applicants must comply with Piedmont Employee Health pre-employment requirements typical for all healthcare workers.

### **Selection Criteria**

Each candidate for the residency and fellowship programs will be evaluated regarding aptitude, academic credentials, personal characteristics, and the ability to communicate effectively. Candidates will be considered without regard to race, gender, religious background, national origin, or physical disabilities that do not affect their ability to practice medicine.

Applicant selection for an interview and ultimate ranking status will be made in accordance with ACGME, ERAS, and NRMP policies. Although the whole person concept is utilized to evaluate an applicant, criteria and weighting must be used in determining interview and final ranking status. Some of the criteria and associated scoring weights used for Family Medicine and Sports Medicine will include, but is not limited to: overall medical experience, medical school attended, years since medical school graduation, test scores, recent relevant training experience, inpatient rotation experience, letters of recommendation, ties to the geographic area, overall ability to successfully accomplish program requirements, and eligibility to work in the US. Visa sponsorship is not preferred.