

## Resident Selection Policy

Schulich School of Medicine and Dentistry

### INTRODUCTION

The General Standards of Accreditation, endorsed by both the Royal College of Physicians and Surgeons of Canada and the College of Family Physicians of Canada, require the Postgraduate Medical Education Committee to establish and supervise a policy for the selection of residents to all programs. This document serves that purpose, outlining the principles governing selection of residents into postgraduate training programs at the Schulich School of Medicine and Dentistry.

### PRINCIPLES for SELECTION of RESIDENTS into POSTGRADUATE PROGRAMS

1. Resident selection is a program responsibility, as outlined in Accreditation Standard B1.3.2: *The residency program committee, or a subcommittee thereof, **must** select candidates for admission to the program.*
2. Each program will establish its own processes and procedures for the selection of residents.
3. Programs may consider a range of criteria in making their selection decisions; for example, academic achievement, scores on standardized tests, interest in and aptitude for the discipline, research experience, extracurricular activities, and personal qualities. Programs with specific requirements shall communicate these requirements clearly to potential applicants in the program description on the CaRMS website, and on the program's own website.
4. All programs participating in a CaRMS match must abide by all guidelines published by CaRMS, and respect published national dates and deadlines.
5. In cases where selection does not involve the CaRMS match (eg. selection of trainees for certain subspecialty programs, selection of internationally sponsored trainees), programs must respect provincial or national timelines for the timing of offers, where applicable.
6. In making their selection decisions, programs shall not discriminate against applicants on the basis of any ground prohibited under the Ontario *Human Rights Code*. In considering applicants with disabilities, the selection process may take into account *bona fide* occupational requirements.