



Policy Name:	Resident Selection
Application/ Scope:	All PGME Residency Programs
Approved (Date):	Amended PGME Executive Committee June 10, 2014 PGME Executive Committee, Sept. 17, 2013; Dean's Council Oct. 8, 2013
Review Date:	Dec. 10, 2015
Revised (Date):	
Approved By:	Faculty Executive Council Dec. 10, 2013

BACKGROUND

The University of Manitoba, Faculty of Medicine and its Residency Programs are responsible for defining specific eligibility criteria for residency, for ranking, recruitment and selection of the most suitable persons based on their program criteria; and for defining employment terms and conditions including required citizenship or resident status and any return of service requirements.

The Royal College of Physicians and Surgeons of Canada (RCPSC) and the College of Family Physicians of Canada (CFPC), General Standards of Accreditation require that the Postgraduate Medical Education Executive Committee establish and supervise policies for the selection and promotion of residents in all programs, supported by an appeal mechanism (July 2012, Standard A1.3.5). All applications for residency training at the University of Manitoba are handled through the following:

- **Canadian Resident Matching Service (CaRMS):** this includes Canadian and USA Medical School Graduates, international medical graduates (IMGs), and graduates of an accredited School of Osteopathy who wish to enter a Residency Program.
- Alternate Routes of Entry to Residency, including:
 - Resident transfer
 - Resident re-entry
 - Specially-Funded Non-CaRMS Residency Positions
- Non-Medical Residency Program in Clinical Health Psychology, via the Association of Psychology Postdoctoral and Internship Centres (APPIC) Match
- National Matching Services or Other Routes of Entry for Postdoctoral Residency, including the following:
 - Clinical Biochemistry
 - Molecular Genetics/Cytogenetics
 - Clinical Microbiology
 - Master of Dentistry Oral and Maxillofacial Surgery
 - Dental Internship

Postgraduate medical education (PGME) trainees will be selected to participate in Residency Programs on the basis of their academic achievements and potential to succeed in the programs offered by the Faculty. Selection for admission to the various training programs will be made primarily on the basis of scholastic, personal and professional attributes as determined by academic records, personal interviews, letters of reference and in-training evaluation reports.

Every effort will be made to accommodate Manitobans to the Residency Programs in accordance with the Provincial Repatriation Working Group recommendations, activities and terms of reference.

DEFINITIONS

ACGME - Accreditation Council for Graduate Medical Education

APPIC - Association of Psychology Postdoctoral and Internship Centres

ARETS - Alternate Resident Entry and Transfer Subcommittee

CaRMS - Canadian Residency Matching Service

- **R-1** – Main, first iteration match
- **R-2** – Second iteration match
- **MSM** – Internal Medicine Subspecialty Match
- **PSM** – Pediatric Subspecialty Match

CFPC - College of Family Physicians of Canada

CMG – Canadian Medical Graduate

DO - Doctor of Osteopathic Medicine

FAIMER - Foundation for the Advancement of International Medical Education and Research

FPGME Office – Faculty Postgraduate Medical Education Office

IMED - International Medical Education Directory

IMG – International Medical Graduate

LCME/CACMS – These are accrediting bodies for undergraduate medical education, the Liaison Committee on Medical Education and the Committee on Accreditation of Canadian Medical Schools

MCCEE - Medical Council of Canada Evaluating Examination

NAC - National Assessment Collaboration

OSCE – Objective Structured Clinical Examination

PD/Program Director - Residency Program Director

PGME - Postgraduate Medical Education

PGY-2 – Postgraduate Resident in second year of training

RCPSC - Royal College of Physicians and Surgeons of Canada

Re-Entry - is the process whereby physicians who completed a minimum of one year of practice in Manitoba, pursue further postgraduate medical training in another discipline or pursue advanced training in Family Medicine. This process is not available for all Residency Programs every year.

Return of Service (ROS) – is an agreement whereby an applicant is accepted to a Residency Program in return for a commitment to medical service in Manitoba for a specified period of time.

ROL - rank order lists

TOEFL - Test of English as a Foreign Language

Transfer – This is the approved move of a resident from one Residency Program to another.

USMGs – United States Medical Graduates

1. PURPOSE

- 1.1 Provide oversight of, and guidance to, all University of Manitoba Residency Programs regarding policies and procedures for the consistent and fair selection of residents in all programs

2. STATEMENT OF POLICY – CaRMS SELECTION

- 2.1 Residency positions may be offered to students graduating from Canadian, U.S.A. and international medical schools, graduates of accredited Schools of Osteopathy (USA) who have earned the degree of Doctor of Osteopathic Medicine (DO) as well as physician graduates of Canadian, U.S.A. and international medical schools' applicants who are registered with the Canadian Resident Matching Service (CaRMS) and meet the eligibility requirements established by the University of Manitoba, Faculty of Medicine and the College of Physicians and Surgeons of Manitoba.
 - 2.1.1 All graduates of Canadian medical schools and international medical schools who are Canadian citizens or permanent residents and who have had no prior postgraduate medical training in Canada or the United States are eligible for the CaRMS Match.
 - 2.1.2 U.S.A. graduates are given reciprocity with Canadians
 - 2.1.3 Fulfilling the applicant eligibility requirements allows for participation in the match, but does not guarantee eligibility to all residency training positions participating in the match.
 - 2.1.4 The National Assessment Collaboration (NAC) examination will be mandatory for all International Medical Graduates (IMG) applying for first-year residency positions in Manitoba that start July 1, 2015. The results are required by the file review opening date. Link to Manitoba website:
<http://umanitoba.ca/faculties/medicine/education/cpd/assessment/nacosce.html>
- 2.2 Each Residency Program will have a formal resident selection process which states who is eligible to apply based on the University of Manitoba, Faculty of Medicine requirements, as well as materials needed for a complete application, and how to obtain an application.

- 2.3 Availability of residency positions will vary from year to year and are not guaranteed for any program.
- 2.4 No resident can be accepted unless a funded position is available.
- 2.5 Applicants will not be disqualified on the basis of age, race, colour, national or ethnic origin, religion, family or marital status, gender, sexual orientation, or medical condition.
- 2.5.1 A particular skill or qualification can be specified if the preference is based on a bona fide occupational requirement.
- 2.5.2 Residency Programs may consider "fit" when evaluating applicants, i.e. an applicant's ability to make a positive contribution to the program environment. However, "fit" must not be used inappropriately to indulge personal biases or to discriminate against applicants.
- 2.6 Residency Programs will follow the guidelines for conduct during interviews and applicant selection based upon the terms of the CaRMS agreements, CaRMS Privacy Policy, and applicable human rights and privacy legislation. General selection criteria guidelines are included in **Appendix 1**.
- 2.6.1 Interviews must be free of intimidation.
- 2.6.2 Interviews cannot include personal questions about family, religion, marital status, age or finances.
- 2.6.3 Interviews cannot include questions, allusions, remarks or coercion about other applications, interviews or ranking.
- 2.6.4 Interviewers cannot exert undue or unwarranted pressure on the selection decisions of applicants. Both applicants and participating Residency Programs may express a high degree of interest in each other but may not make statements implying a commitment.
- 2.6.5 Program Directors, faculty members, interviewing teams including residents are not permitted to ask applicants how they intend to rank programs or request any information on other programs to which the applicant may have applied.
- 2.6.6 Reference letters are confidential and should not be shown to the applicant nor should their content be revealed to the applicant.
- 2.7 Only the final preferences of the participating Residency Programs and applicants, as reflected in their final verified rank order lists (ROL), will determine the offering of positions and the placement of applicants through the matching program.
- 2.8 The listing of an applicant by a participating Residency Program on its verified ROL or of a participating Residency Program by an applicant on the applicant's submitted ROL establishes a binding commitment to offer or to accept an appointment if a match results. Failure to honor this commitment by a participating Residency Program or applicant will be considered a breach of the CaRMS agreement, and may result in penalties to the breaching participating Residency Program or applicant.
- 2.9 The Faculty of Medicine and a Residency Program, in their discretion, may release applicants from their binding commitment if they deem it would cause the applicant serious hardship.

2.10 The Faculty may withdraw a participating Residency Program from the matching program if there are no positions available. All such withdrawals will be put into effect through the Office of the Associate Dean, PGME.

2.10.1 Residency Program Directors who wish to withdraw the complete quota of a participating Residency Program must do so prior to holding interviews for the Residency Program, to avoid unnecessary costs to applicants, except for situations beyond their control.

2.11 If a participating Residency Program has reason to close and/or reduce the number of residents after the match has been run, the Program must advise the Associate Dean, PGME who will notify CaRMS of the method it will employ to assist each matched applicant in securing another residency position. Failure to adhere to these requirements will be a breach of the CaRMS agreement and subject to the penalties set out in this agreement.

3. PROCEDURES – CaRMS SELECTION

3.1 With respect to CaRMS **Application & Eligibility**, the following apply:

3.1.1 Four categories of admissible candidates include the following:

3.1.1.1 Graduates of Canadian medical schools (CMG)

3.1.1.2 Graduates of USA medical schools (USMG)

3.1.1.3 Graduates of Foreign medical schools - outside North America (IMG)

3.1.1.4 Graduates of accredited Schools of Osteopathy

3.1.2 CaRMS application and matching program provides a system for the review and confidential ranking of applicants to the following:

3.1.2.1 R-1 Main Residency Match (R-1 Match)

3.1.2.2 Family Medicine - Emergency Medicine - Enhanced Skills Match (R-3 Match)

3.1.2.3 Internal Medicine Subspecialty Match (R-4 MSM)

3.1.2.4 Pediatric Subspecialty Match (R-4 PSM)

3.1.3 Main Residency Match (R-1) - The CaRMS R-1 Match is run in two iterations.

3.1.3.1 To be eligible for participation in the first iteration, an applicant must be either a medical student, or a graduate having obtained or in the process of obtaining a medical degree by July 1 of the match year from one of the following:

3.1.3.1.1 A medical school accredited by either the Liaison Committee on Medical Education or Committee on Accreditation of Canadian Medical Schools (LCME/CACMS)

3.1.3.1.2 Any other medical school, and has successfully completed the Medical Council of Canada Evaluating Examination (MCCEE)

3.1.3.1.3 An international medical school listed with the International Medical Education Directory (IMED), published by the Foundation for the Advancement of International Medical Education and Research (FAIMER) and has an exemption from completing the MCCEE granted by the provincial medical regulatory authority in the province in which the selected Residency Programs are located

3.1.3.1.4 A listed international medical school, and is registered to take the MCCEE, where the successful examination result will be available prior to the CaRMS rank order list deadline

3.1.3.2 IMG candidates must meet the following requirements:

3.1.3.2.1 Be a graduate of a medical school listed by FAIMER or be a graduate of an accredited School of Osteopathy.

3.1.3.2.2 Be a permanent resident or citizen of Canada (notarized proof required)

3.1.3.2.3 Attain a passing grade on the Medical Council of Canada Evaluating Examination (MCCEE)

3.1.3.2.4 Have a Test of English as a Foreign Language (TOEFL) score of at least 100 computer-based (TOEFL-IBT) with minimum score of 25 for speaking and listening, or 600 for writing

3.1.3.3 With respect to the **CaRMS Match Iterations**, the following apply:

3.1.3.3.1 With respect to the First Iteration of the CaRMS Match, the following apply:

3.1.3.3.1.1 There will be two parallel streams - **Canadian Medical Graduate (CMG)** and **International Medical Graduate (IMG)** with no prior postgraduate training in the U.S. or Canada which would be creditable for the Royal College of Physicians and Surgeons of Canada or the College of Family Physicians of Canada certificate

3.1.3.3.1.2 Designated positions will be identified for each stream.

3.1.3.3.1.3 There are no crossovers or transfers between the two applicant streams.

3.1.3.3.2 With respect to the **Second Iteration** of the CaRMS Match, the following apply:

3.1.3.3.2.1 All positions unfilled after the First Iteration will be blended into a single stream for the Second Iteration.

3.1.3.3.2.2 The Second Iteration positions will not have an IMG or CMG designation and will be open to all eligible candidates.

3.1.3.3.2.3 Also, the Second Iteration will be open to: CMGs/USMGs from a prior year of graduation with creditable training;

CMGs/USMGs with independent licensure; graduates of accredited schools of osteopathic medicine (see 2.1); and IMGs with independent licensure. IMGs matched will be required to complete a return of service in Manitoba.

3.1.3.3.3 All IMG stream positions in First Iteration have a Return of Service attached. Vacant positions in the IMG stream in the Second iteration, except Family Medicine, are available only to IMGs and have a Return of Service attached.

3.1.3.3.4 Vacant positions in the CMG stream in the Second Iteration are open to CMGs and IMGs.

3.1.3.3.5 Family Medicine positions are open to both CMGs and IMGs in the second iteration. IMGs who match to Family Medicine positions in the Second Iteration will be required to sign a Return of Service agreement

3.1.3.3.6 The matching process is not complete until all iterations have been run.

3.1.4 With respect to the **Family Medicine - Emergency Medicine - Enhanced Skills Match (R-3 Match)**, the following applies:

3.1.4.1 Eligible applicants to the Family medicine Enhanced Skills Match must be either a PGY-2 resident in Family Medicine in Canada or hold the Certificate in Family Medicine (CCFP) designation.

3.1.5 With respect to the **Internal Medicine Subspecialty Match (R-4 MSM)**, the following apply:

3.1.5.1 Eligible candidates include the following:

3.1.5.1.1 Residents enrolled in Royal College of Physicians and Surgeons of Canada (RCPSC) or an Accreditation Council for Graduate Medical Education (ACGME) accredited Internal Medicine Residency Programs

3.1.5.1.2 The applicant has successfully completed the Medical Council of Canada Evaluating Examination (MCCEE) if the applicant received his or her undergraduate medical training at an international medical school which has RCPSC/ACGME accredited training

3.1.5.1.3 The applicant is enrolled in an acceptable RCPSC or ACGME accredited Residency Program other than Internal Medicine, and is applying to the Critical Care Medicine Residency Program only

3.1.6 With respect to the **Pediatric Subspecialty Match (R-4 PSM)**, the following apply:

3.1.6.1 Eligible candidates include the following:

- 3.1.6.1.1 The applicant is a Canadian Citizens or permanent resident of Canada and a graduate of an LCME/CACMS- accredited medical school or has successfully passed the MCCEE Examination
 - 3.1.6.1.2 The applicant is a graduate of **or** is currently enrolled in a Royal College of Physicians and Surgeons of Canada (RCPSC) or an Accreditation Council for Graduate Medical Education (ACGME)- accredited Pediatrics Residency Program
 - 3.1.6.1.3 The applicant is a graduate of or is currently enrolled in an acceptable RCPSC/ACGME accredited Residency Program other than Pediatrics.
- 3.1.7 Participating Residency Programs will solicit and accept all applications, documents and other materials exclusively through the CaRMS electronic application process.
- 3.1.8 For all matches, two eligible applicants may identify each other as partners and submit a couple's rank order list (ROL).
- 3.2 With respect to the **Rank Order List (ROL) Submission**, the following apply:
- 3.2.1 Participating Residency Programs will restrict their rank order lists (ROL) to only those applicants who are registered and have applied through CaRMS.
 - 3.2.2 Participating Residency Programs must register with and must submit ROLs through the CaRMS Online System Match Site according to the specific deadline for submission.
 - 3.2.3 ROLs may be submitted through the match site only.
 - 3.2.4 Participating Residency Programs follow access procedures established by CaRMS with respect to the match site, in accordance with CaRMS' terms of use.
 - 3.2.5 An ROL may be entered in more than one session and may be modified prior to the ROL submission deadline.
 - 3.2.6 Residency Programs are encouraged to complete the ROL submission process well in advance of the ROL submission deadline and prior to the peak utilization period when the match site may be less accessible.
 - 3.2.7 Prior to the submission of the rank order list to CaRMS, a committee appointed by the Residency Program Director will meet and determine the desirability, eligibility, and rank order of candidates.
 - 3.2.8 The ROL will be submitted to the Office of the Associate Dean, PGME.
 - 3.2.8.1 The Associate Dean, PGME will verify the ROLs of participating Residency Programs prior to the deadline date established by CaRMS in the Schedule of Dates.
 - 3.2.9 The Associate Dean, PGME will provide the Residency Programs' Rank Order Lists (ROL) for review by the Dean of Medicine prior to submission to CaRMS.
- 3.3 With respect to **Contact** with candidates and **Appointment** of successful candidates, the following apply:

- 3.3.1 Applications will be screened by the Residency Program Committee and those meeting individual program standards will be recommended for a personal interview.
- 3.3.2 Participating Residency Programs will comply with the following:
- 3.3.2.1 Refrain from arranging, offering, or requiring any appointments, commitments or contracts with applicants outside of the matching process, for non-directed positions prior to the match date established by CaRMS or the completion of all match cycles;
 - 3.3.2.2 Take reasonable steps to ascertain the applicant's match status, including contacting CaRMS to obtain that information prior to offering a position to an applicant
 - 3.3.2.3 Request to appoint all applicants matched by the CaRMS matching process, the matched applicants being the highest ranked applicants on the participating Residency Program's confidential ROL who wished to train at this participating Residency Program more than at any other participating Residency Program available to them
 - 3.3.2.4 Invite shortlisted applicants for an interview, in keeping with the CaRMS Schedule of Dates no less than one week before the interview and coordinating their interview itineraries for out-of-town interviewees within the national interview period
 - 3.3.2.5 Residency Programs must make every effort to coordinate their interviews with programs in other medical schools to ensure applicants do not have to go back and forth across the country.
 - 3.3.2.5.1 Applicants are expected to attend in person for their interview. Applicants unable to visit due to unusual, extenuating circumstances may be afforded the opportunity to complete a telephone or video-conferenced interview at the discretion of the Residency Program Director in consultation with the Associate Dean, PGME.
 - 3.3.2.6 Interviewers are advised to pose questions that relate directly to the residency position and avoid questions relating to protected human rights grounds. Human rights legislation prohibits both intentional and unintentional discrimination.
 - 3.3.2.6.1 Compliance with human rights legislation does not rest upon intentions, but rather upon the consistency with which applicants are treated and the types of questions they are asked.
 - 3.3.2.6.2 Questions must assess criteria that can be evaluated objectively.
 - 3.3.2.7 Residency Programs must ensure that conversations and written communications with applicants do not depart from the University of Manitoba's policies and collective agreements
 - 3.3.2.8 Residency Programs must offer appointments to matched applicants or provide matched applicants with a letter of intent for appointment not more than 30 days after the receipt of the notification of the matching results

- 3.3.2.9 As per CaRMS good practice guidelines, as much as practically possible, Residency Programs should keep applicants informed about the progress/status of their application, including, communicating with unsuccessful applicants, by thanking them for their interest in the program and informing them that they will not be invited to an interview
- 3.3.2.10 Residency Programs must notify CaRMS in writing in the unusual event of a need to release an applicant. A letter of support from the applicant's undergraduate medical school or current Residency Program Director, acknowledging and outlining the hardship is required, with a copy to the Associate Dean, PGME
- 3.3.2.11 Residency Programs must use personal information of applicants, disclosed to it by CaRMS, for the sole purpose of selecting candidates for the Residency Programs in accordance with CaRMS Privacy Policy and University of Manitoba privacy policies
 - 3.3.2.11.1 All Residency Programs must securely destroy, delete or convert personal information into anonymous form of all unmatched applicants unless otherwise permitted by CaRMS.
- 3.3.2.12 Residency Programs should provide information to applicants regarding the appeal process

4. STATEMENT OF POLICY – ALTERNATE ROUTES OF ENTRY TO RESIDENCY

- 4.1 All applications for entry to residency via alternate routes outside of the CaRMS process are centrally managed, requiring the approval of the following:
 - 4.1.1 Alternate Resident Entry and Transfer Subcommittee (ARETS)
 - 4.1.2 Associate Dean, PGME
- 4.2 With respect to information pertaining to **Resident Transfer** from one Residency Program into another, refer to the FPGME Policy: ***Alternate Routes of Entry to Residency.***
- 4.3 With respect to information pertaining to **Resident Re-Entry**, refer to the FPGME Policy: ***Alternate Routes of Entry to Residency.***
- 4.4 With respect to information pertaining to **Specially-Funded Non-CaRMS Residency Positions**, refer to the FPGME Policy: ***Alternate Routes of Entry to Residency.***

5. PROCEDURES – ALTERNATE ROUTES OF ENTRY TO RESIDENCY

- 5.1 With respect to information pertaining to **Resident Transfer** from one Residency Program to another, refer to the FPGME Policy: ***Alternate Routes of Entry to Residency.***
- 5.2 With respect to information pertaining to **Resident Re-Entry**, refer to the FPGME Policy: ***Alternate Routes of Entry to Residency.***

5.3 With respect to information pertaining to **Specially-Funded Non-CaRMS Residency Positions**, please refer to the FPGME Policy: *Alternate Routes of Entry to Residency*.

6. STATEMENT OF POLICY and PROCEDURE - NATIONAL MATCHING SERVICES OR OTHER ROUTES OF ENTRY FOR NON-MEDICAL RESIDENCY AND POSTDOCTORAL RESIDENCY PROGRAMS

6.1 Non-Medical Residency

6.1.1. The Department of Clinical Health Psychology offers a twelve-month Pre-doctoral Residency in Clinical Psychology within five different streams of emphasis: adult; child and adolescent; adult neurophysiology; rural and northern. The Residency Program is accredited through the Canadian Psychological Association. All residency positions are filled through the APPIC Match, conducted by the National Matching Service (see APPIC website: www.appic.org.)

Link to University of Manitoba Program webpage:

http://umanitoba.ca/faculties/medicine/units/clinical_health_psych/education/internship/index.html

6.2 Post-Doctoral Residency Programs

6.2.1 With respect to the **Clinical Biochemistry Postdoctoral Residency Program**, this is a 3-year post-doctoral training program in Clinical Biochemistry. Professional competence is assessed through written and oral examinations set and supervised by the Canadian Academy of Clinical Biochemistry (CACB), a body within the Canadian Society of Clinical Chemists (CSCC). <http://www.csc.ca/en/academy/training.html>

Link to Program Handbook: <http://www.dsmanitoba.ca/careers/files/BioPostdoc.pdf>

6.2.2 With respect to the **Molecular Genetics and Cytogenetics Postdoctoral Residency Program**, this is a three year post-doctoral training program in laboratory genetics. Upon completion of training, the candidate is eligible to sit for both the Molecular Genetics and Cytogenetics certification examinations offered by the Canadian College of Medical Geneticists (CCMG).

Link to University of Manitoba Program Director: bspriggs@dsmanitoba.ca

Link to CCMG: <http://www.ccmg-ccgm.org/index.php/training.html>

6.2.3 With respect to the **Clinical Microbiology Postdoctoral Residency Program**, the postdoctoral Clinical Microbiology Fellowship Training Program is a two year program which meets the training requirements necessary to sit for the certification examinations offered by the Canadian College of Microbiologists.

Canadian College of Microbiologists link: <http://www.ccm.ca/>

Link to University of Manitoba webpage:

http://umanitoba.ca/faculties/medicine/units/medical_microbiology/clinical_microbiology.html

6.2.4 With respect to the **Oral Surgery Residency Program**, the Master of Dentistry in Oral and Maxillofacial Surgery which is four years in length includes a four-year hospital residency for which a Post-Graduate Training Certificate is awarded. The program has full accreditation from the Commission on Dental Accreditation of Canada. The primary objective of the program is to train dentists to become competent, ethical Oral and Maxillofacial surgeons for practice in Canada, and to provide them with a scientifically based curriculum which will prepare them for the challenges they will face in the development of their speciality, throughout their professional careers.

Link to University of Manitoba webpage:

http://umanitoba.ca/faculties/dentistry/ddss/ddss_grad_OMS.html

6.2.5 With respect to the **Dentistry Internship Program**, the Dental Internship at Health Sciences program is affiliated with the University of Manitoba and fully accredited by the Commission on Dental Accreditation of Canada. It is one year in duration, starting July 1st and ending June 30th, and appointments will be made by the end of November each year. One position is offered currently for applicants with a particular interest in Adult Dentistry. The adult interns are administered by the head of the Adult Dental Clinic at the Health Sciences Centre.

Link to University of Manitoba webpage:

http://umanitoba.ca/faculties/dentistry/ddss/grad_dental_internship.html

POLICY CONTACT: Associate Dean, PGME

REFERENCES

Association of Psychology Postdoctoral and Internship Programs (APPIC)

Link: www.appic.org

CaRMS and the Undergraduate/Postgraduate Medical Education (UGME/PGME) standing committees of the Association of Faculties of Medicine of Canada (AFMC), Faculty – Program Interview Process; Guidelines for Applicant Selection and Conducting Interviews, April 2013 webpage link: http://www.carms.ca/eng/faculty_int_guide_e.shtml

Canadian Resident Matching Service, <https://www.carms.ca/>

Medical Council of Canada, National Assessment Collaboration (NAC)

<http://mcc.ca/examinations/nac-overview/>

Royal College of Physicians and Surgeons of Canada and Canadian College of Family Physicians General Standards of Accreditation, July 2011; Editorial Revision – July 2012

http://www.royalcollege.ca/portal/page/portal/rc/common/documents/accreditation/accreditation_purple_book_a_standards_e.pdf

McMaster University, Allocation of Residency Positions, September 17, 2008

<http://fhs.mcmaster.ca/postgrad/documents/AllocationResidencyPositions.pdf>

University of Manitoba, Faculty of Medicine, OB/GYN Residency Program, Resident Program Selection Criteria, 2013

Link: http://umanitoba.ca/faculties/medicine/units/obstetrics_gynecology/resources/pg_selection.html

University of Manitoba, Faculty of Medicine, PGME Policy, Alternate Routes of Entry to Residency - Transfer, Re-Entry, Non-CaRMS

Link: http://umanitoba.ca/faculties/medicine/education/pgme/media/Resident_Routes_of_Entry_-_Transfer_Re-Entry_NonCaRMS.FEC10Dec2013.pdf

University of Saskatchewan, College of Medicine, Policies and Procedures for the Allocation of Ministry Funded Post Graduate Medical Education Training Positions, December 4, 2012

<http://www.medicine.usask.ca/education/medical/postgrad/policies-guidelines/Policies%20and%20Procedures%20for%20the%20Allocation%20of%20Ministry%20Funded%20PGME%20Training%20Positions.pdf>

University of Ottawa, Postgraduate Medical Education Program, Admission Information webpage, April 2013, http://www.med.uottawa.ca/postgraduate/eng/admission_information.html

APPENDIX 1: GUIDELINES FOR GENERAL RESIDENT SELECTION CRITERIA

Must:

- Be a graduate from an accredited medical school for medical residency or graduate/dental school for Post-Doctoral residency
- Be a Canadian citizen or have permanent resident status
- Be very fluent in spoken and written English with excellent communication skills
- Not have received disciplinary action from a medical regulatory authority
- Be within three years of graduation from medical school or active clinical practice for medical residency
- Provide reference letters dated no later than one year from time of receipt.

Suggested general selection criteria:

- A proven interest in the Area of Residency as demonstrated by electives in the specialty or related specialties.
- At least one reference from an academic specialist in the Area of Residency
- An established connection with the Province of Manitoba
- An elective in Manitoba is strongly encouraged.