From the ACGME Institutional Requirements (IV.A.1.): The Sponsoring Institution must have written policies and procedures for resident/fellow recruitment and appointment, and must monitor each of its ACGME-accredited programs for compliance.

Resident Eligibility: Applicants with the following qualifications are eligible for appointment to residency and fellowship programs at the UF COM J, as documented in the Resident/Fellow Recruitment section of the ACGME institutional guidelines (IV.A.):

a. Graduation from a medical schools in the United States or Canada, accredited by the Liaison Committee on Medical Education (LCME).
b. Graduation from a college of osteopathic medicine in the United States, accredited by the American Osteopathic Association (AOA).
c. Graduation from a medical school outside the United States or Canada, and meeting one of the following qualifications:
   (1) Holds a currently-valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment
   OR
   (2) Have a full and unrestricted license to practice medicine in a US licensing jurisdiction in his or her current ACGME specialty/subspeciality program
   OR
   (3) Has graduated from a medical school outside the United States and has completed a Fifth Pathway program provided by an LCME-accredited Medical School.
d. Candidates for residency programs must have passed USMLE Step 1, 2 CK, and 2 CS, or COMLEX Level 1, 2 CE, and 2 PE prior to appointment.
e. Candidates for fellowship programs must have passed the requirements above, as well as USMLE Step 3 or COMLEX Level 3 prior to appointment.
f. Dentists with the following qualifications are eligible to enter advanced specialty education programs accredited by the Commission on Dental Accreditation:
   a. Graduates from institutions in the U.S. accredited by the Commission on Dental Accreditation;
   b. Graduates from institutions in Canada accredited by the Commission on Dental Accreditation of Canada

g. All medical graduates must be one of the following:
   (1) United States citizen
   OR
   (2) Lawfully Employable (i.e., EAD, PR or RA card holder – see definitions below)
   OR
   (3) Eligible for an ECFMG sponsored J-1 Visa
   OR
   (4) Current UFCOM-J H1B visa holders will be eligible to transfer to a specialty program and maintain H1B Visa Status. Departments will be required to fund the cost of maintaining the H1B visa, as well as processing all visa petition paperwork, per the Universities International Center requirements.
h. Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an LCME-accredited medical school (see below).
i. All programs must select from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Programs must not discriminate with regard to sex, race, age, religion, color, national origin, disability, or veteran status. IMGs should be of the same high quality as U.S. applicants.
j. All programs must participate in the National Resident Matching Program (NRMP) where available. NRMP requires participating programs follow their all-in policy as of 7/1/2012. Any exception to residents taken outside of the NRMP must be approved by the Senior Associate Dean for Educational Affairs.
k. When applicants apply through the Electronic Residency Application Service (ERAS), they may indicate one of the following Visa types as their current status:
F1 = Student Visa – this individual is currently in the US attending a US medical school. This individual is eligible for a J-1 visa through ECFMG, pending graduation from medical school, unless the individual has applied for permanent resident status.

B1 = Visitor Visa – this individual is in the US as a tourist. If this person graduated from an international medical school, they would qualify for a J-1 Visa through the Exchange Visitor Sponsorship Program.

EA = Employment Authorization Card holder – is eligible for employment regardless of medical school type.

PR = Permanent Resident Card holder – is eligible for employment regardless of medical school type.

RA = Resident Alien Card holder – is eligible for employment regardless of medical school type.

Refugee/Asylum = Granted asylum in the United States – these individuals are employable without any Visa sponsorship if they have their letter granting the asylum or refugee/asylum stamp in their passport.

A Fifth Pathway program is an academic year of supervised clinical education provided by an LCME-accredited medical school to students who meet the following conditions: (1) have completed, in an accredited college or university in the United States, undergraduate premedical education of the quality acceptable for matriculation in an accredited United States medical school; (2) have studied at a medical school outside the United States and Canada but listed in the World Health Organization Directory of Medical Schools; (3) have completed all of the formal requirements of the foreign medical school except internship and/or social service; (4) have attained a score satisfactory to the sponsoring medical school on a screening examination; and (5) have passed either the Foreign Medical Graduate Examination in the Medical Sciences, Parts I and II of the examination of the National Board of Medical Examiners, or Steps 1 and 2 of the United States Medical Licensing Examination (USMLE). Fifth Pathway graduates are not required to have an ECFMG certificate.

ECFMG Certification

Required of all International Medical Graduates, with the exception of Canada. Certification provides assurance to the residency and fellowship program directors that the IMG has met minimum standards of eligibility required to enter such programs. ECFMG Certification is one of the eligibility requirements to take Step 3 of the United States Medical Licensing Examination (USMLE), and is required by most states to obtain a license to practice medicine in the United States. ACGME Institutional Requirements on resident eligibility item IV.A.2.(c).(1) requires ECFMG certification.