

VCU Health System

Graduate Medical Education Policy

RECRUITMENT ETHICS

The faculty of the programs in Graduate Medical Education at the Medical College of Virginia Hospitals of Virginia Commonwealth University is committed to the highest standards of professional conduct in clinical care, research, and education. Therefore, we will promote diversity and balance of specialty choice among medical students and will promote ethical conduct when recruiting trainees to our graduate programs. Specifically, we pledge to adhere to the following standards of behavior:

- We will help students make informed decisions about their careers and encourage them to seek answers to their questions from the best available resources.
- We will support the career choices of our students and encourage them to select high quality programs that best meet their professional and personal needs.
- We will not demean other specialties or residency programs in our discussions with students and residents and will actively discourage that behavior in our peers and trainees.
- We will not recruit any resident from another program without consent from the program director responsible for that program.
- When residents from other programs approach us about a possible transfer, we will insist that they inform their program director early in their deliberations.
- We will contact the resident's current program director to gather information about his/her clinical performance, professional behavior, and reason for leaving.
- Residents should respect the need of their current program to recruit a replacement and give their program timely notice.

Faculty and program directors will not retaliate against residents who switch, or consider switching, to other programs. However, the professionalism and behavior of residents during their decision making, as well as at the time of the switch, is appropriate for discussion in requested or required letters of reference to the accepting program or regulatory agencies.

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