RESIDENT RECRUITMENT POLICY

Aim
The aim of the University of Washington Anesthesiology Department Resident Recruitment Policy is to recruit residents who have the ability to become competent anesthesiologists.

Admission and Retention
Admission and retention decisions are based on prior satisfactory academic achievement and on non-academic factors, which serve to ensure that the resident can perform to the required standards and meet the requirements for the Program’s “Performance Expectations” & “Essential Requirements”, the ACGME General Competencies, and the ABA “Essential Attributes”.

The Department of Anesthesiology & Pain Medicine has the responsibility to the public to assure that its graduates are fully competent physicians, capable of fulfilling the Hippocratic duty "to benefit and do no harm." Thus, it is important that individuals selected for residency training possess the intelligence, integrity, compassion, humanitarian concern, and physical and emotional capacity necessary to practice the medical subspecialty of anesthesiology.

The Department of Anesthesiology Residency Program, as part of the University of Washington, is committed to the principle of equal opportunity. The Program does not discriminate on the basis of race, color, creed, religion, national origin, cultural or ethnic background, socio-economic status, gender, sexual orientation, age, marital status, disability, disabled veteran or Vietnam era veteran status.

The Resident Recruitment Committee
The Resident Recruitment Committee (RRC) coordinates the recruitment of medical students and other suitably trained individuals for the anesthesiology training program. The Program receives upwards of 1000 applications every year. The required method of application is via the ERAS system. Applications are screened by members of the RRC in September and October each year. Invitations to interview are sent out in October for the main interview season.

The Department of Anesthesiology is a full participant in the National Resident Match Process (NRMP). All the training positions are filled through the “match process”.

International Medical Graduates
The program accepts applications from International medical graduates provided they have the ECFMG qualification and they have undertaken active clinical practice in the USA. Evaluations of performance during their US clinical experience will be required. International medical graduates who apply to the program are required to have the appropriate visas. The Residency training program sponsors residents with J1 visas to join the program.

Interview Process
Applicants are invited for interview during the main interviewing season which runs from October until February. The number of interview positions is limited to approximately 200 and applicants are requested to schedule their interviews in a timely way once invitations have been sent.

Applicants are selected for interview based on their academic and non-academic achievements, their Medical School Performance Evaluation letter, their personal statement, curriculum vitae and letters of recommendation from other individuals.

The interview process includes individual conversations with two members of the recruitment committee. In the up-coming interview season, all applicants will also have the opportunity to meet informally with the program director in small groups on the interview day. Each interviewer assigns the applicant a score based on a number of objective characteristics. All interviewers are experienced faculty and their evaluations of candidates are given equal weight in the ranking process. The chief
residents are included as members of the recruitment committee they provide important information about the program to the interviewees and valuable insights about candidates to the committee.

**Pre-Interview dinner**

All applicants are invited to join the chief residents and several residents and their significant others for a dinner on the night preceding the interviews. Applicants’ significant others are also invited to attend the pre-interview dinner.

Applicants expressing an interest in subspecialty training and research activity can arrange to meet particular faculty members with similar interests. Complete information about the program is available on the department website or from Louena Goodwin in the anesthesiology residency office, 206 543 2773.

**Appointment to the Residency Program**

Residents must meet all the requirements outlined in the UW Anesthesiology Department’s “Essential Requirements” to be eligible for initial appointment and annual reappointment to the residency program. Applicants must pass the USMLE step 2 and CS examinations to be eligible to enter the residency program.

Residents entering in the CA1 year must have attempted the anesthesiology ITE in the year prior to entering the program.

**Entry into the CA1 year**

All residents who enter the anesthesiology training program in the CA 1 year must successfully complete the clinical base year (CBY), and summary evaluations of this year be received by the UW program PRIOR to the resident starting the CA1 year. Applicants for the CA1 positions will be recruited though the NRMP match and in order to avoid NRMP violations, the program will review all applicants “NRMP history” before invitations for interview are sent. The CBY training must include at least 10 months of clinical rotations, of which at most 1 month may involve training in anesthesiology. The clinical base year may include training in internal medicine or emergency medicine, pediatrics, surgery or any of the surgical specialties, critical care medicine, obstetrics and gynecology, neurology, family practice, or any combination of these. At most, 2 months of the Clinical Base Year may be taken in electives or in specialties other than those listed above. **There must be one month of intensive care and one month of emergency medicine.**

The Anesthesiology Residency Program Director will review the evaluations of all residents matched into the CA1 program during their internship year, at 3 monthly intervals. These residents are responsible for making sure their evaluations are submitted to the Anesthesiology Program Coordinator in a timely way. Residents who receive a significant number of unsatisfactory evaluations during their internship year or who fail to submit evaluations may not be permitted to progress with their CA1 year training in the UW residency program. In this instance the Anesthesiology Program will write to the NMRP and request a waiver of the match commitment to that particular resident.