

RESIDENT RECRUITMENT POLICY

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 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 Anesthesiology Department 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 coordinates the Recruitment of medical students and other suitably trained individuals for the anesthesiology training program. The Program receives upwards of 800 hundred applications every year. The preferred method of application is via the ERAS system, however at the discretion of the chair of the department, the program director and the RSC applications outside of the ERAS system may be considered.

The Department of Anesthesiology is a full participant in the National Resident Match Process (NRMP). The majority of the training positions are filled through the "match process". Over the years however, the program has determined that individuals who enter anesthesiology through alternative pathways have contributed a great deal to the program and to the specialty. The program will therefore reserve a few positions each year to be filled outside of the NRMP.

"Out of Match" Applicants

Applicants, who wish to be considered for positions outside of the NRMP, must provide USMLE certification, ECFMG (if applicable), their medical school performance evaluation ("Dean's letter") and a letter of reference from their current program director (if applicable). Individuals who have practiced medicine in other specialty areas must provide performance evaluations from clinical rotations at a hospital(s) within the USA.

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 department may assist in J1 visa applications however the department does not support or assist in H1B visa applications for residency applicants.

Interview Process

Approximately 140 applicants are invited for interview during the main interviewing season which runs from October until February; applicants may also be interviewed at other times if requested. In particular visiting medical students undertaking clerkships at times other than the interview season may, if they wish, schedule an interview with the RSC to avoid making a return journey to Seattle.

To determine which applicants are invited for interview, members of the RSC review all the completed application files in the ERAS system. 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 or more members of the recruitment committee. Each interviewer assigns the applicant a score based on a number of objective characteristics. The average of this interview score determines the final ranking of the applicants. 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. The chief residents host a dinner the evening before the interviews for current residents, interviewees and their partners. This is an excellent way for candidates to learn more about the program in a relaxed and informal manner. 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.

The chairman of the resident Recruitment committee is Brian Ross MD PhD.

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.

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). 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 evaluations of all CBY residents including the categorical residents, at 3 monthly intervals. All CBY 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 CBY 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.