

# Eligibility & Selection Criteria Policy

## Contents

|   |   |
|---|---|
| Residency Program – ACGME .....                     | 1 |
| Eligibility .....                                   | 2 |
| Additional Requirements .....                       | 2 |
| Application .....                                   | 2 |
| Interview .....                                     | 2 |
| Selection and the Match .....                       | 3 |
| Fellowship Programs – ACGME .....                   | 3 |
| Eligibility .....                                   | 3 |
| Eligibility Exceptions .....                        | 4 |
| Additional Requirements .....                       | 4 |
| Application .....                                   | 4 |
| Interview .....                                     | 5 |
| Selection and the Match .....                       | 5 |
| Fellowship Programs – non-ACGME .....               | 5 |
| Clinical Chemistry and Clinical Microbiology .....  | 5 |
| Eligibility .....                                   | 6 |
| Application, Interview, and Selection Process ..... | 6 |

## Residency Program – ACGME

The University of Washington (UWSOM), in partnership with each of its programs, will engage in practices that focus on ongoing, mission-driven, systematic recruitment and retention of a diverse and inclusive workforce of fellows while maintaining compliance with Washington State Law and University of Washington policies addressing diversity in recruitment.

- Programs recruit and select fellows among eligible applicants based on training program-related criteria such as their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity, as well as professionalism.
- Under [University of Washington Executive Order No. 31](#), programs recruit applicants without regard to race, color, creed, religion, national origin, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, veteran, and based upon their qualifications and ability to do the job.

Department of Laboratory Medicine and Pathology

## Eligibility

Applicants must meet one of the following qualifications to be eligible for appointment to an Accreditation Council of Graduate Medical Education (ACGME)-accredited residency program:

- graduation from a medical school in the United States accredited by the Liaison Committee on Medical Education (LCME); or
- graduation from a medical school in Canada, **prior to July 1, 2025**, accredited by the Liaison Committee on Medical Education (LCME); or,
- graduation from a college of osteopathic medicine in the United States, accredited by the American Osteopathic Association (AOA); or,
- graduation from a medical school outside of the United States and holding a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment.

## Additional Requirements

- **Canadian Medical School Graduates:** Starting July 1, 2025, individuals graduating from Canadian medical schools will be considered IMGs for entry into U.S. GME programs and must obtain ECFMG Certification, including USMLE scores. This requirement does not apply to graduates of Canadian medical schools prior to July 1, 2025
- **Non-US Citizens:** Non-US citizen applicants must have U.S. legal permanent residence or a valid Employment Authorization Document (EAD) that can be extended to cover the training period at the time of appointment or be eligible to apply for a J-1 or H-1B visa. Refer to [Visa Policy](#).
- **State License:** Applicants must be eligible for a Washington (or other applicable) state provider license. Refer to [Licensing Policy](#)

## Application

The candidates must complete an application through Electronic Residency Application Service (ERAS) and participate in the National Resident Matching Program (NRMP) Match process. This requirement is universal for all applicants, including international medical graduates (IMG), and candidates with previous experience in a different residency program (non-pathology). We rarely consider transfer applications from trainees in a different pathology residency program; such consideration requires discussion with the program director and access to the same required documents as needed for an ERAS application. The required documents include curriculum vitae, personal statement, transcripts, MSPE/Dean's Letter, USMLE (or equivalent) scores, three letters of recommendation, and ECFMG certification (if applicable). Additionally, candidates who have completed or are completing GME training elsewhere must provide a letter of recommendation and a performance evaluation from the residency director of their previous program.

## Interview

The director and/or selection committee select candidates for interview based on academic achievement and desire to pursue a career in pathology. The program adheres to the University of Washington policy for equal opportunity in education.

The University of Washington provides equal opportunity in education without regard to race, color, creed, religion, national origin, sex, sexual orientation, age, marital status, disability, or status as a disabled veteran, in accordance with the University of Washington policy and applicable federal and state statutes and regulations.

After screening the applications, selected candidates are invited to interview virtually through Thalamus. Those invited to interview will receive written or electronic notification of the terms, conditions, and benefits of appointment to the ACGME-accredited program, either as currently in effect or as they will be at the time of appointment. These details are outlined in the Residency and Fellowship Position Appointment (RFPA) Agreement and the [Union Collective Bargaining Agreement \(CBA\)](#). Both resources are available on the [Prospective Residents and Fellows page](#) of the GME website.

A typical interview day includes an opportunity to meet with the Chair, Program Director, Associate Program Directors, Faculty members, and the department GME team. We also offer optional meet & greet opportunities for candidates to engage with current trainees.

## Selection and the Match

The program director and faculty interviewers provide an evaluation of each candidate who has been interviewed through Thalamus. The director and/or selection committee uses the information from the evaluations to determine the fit and desirability of the candidates. This information is used to prepare and submit the Rank List for the NRMP Match, after which candidates are notified of the results on NRMP Match Day.

## Fellowship Programs – ACGME

The UWSOM, in partnership with each of its programs, will engage in practices that focus on ongoing, mission-driven, systematic recruitment and retention of a diverse and inclusive workforce of fellows while maintaining compliance with Washington State Law and University of Washington policies addressing diversity in recruitment.

- Programs recruit and select fellows among eligible applicants based on training program-related criteria such as their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity, as well as professionalism.
- Under [University of Washington Executive Order No. 31](#), programs recruit applicants without regard to race, color, creed, religion, national origin, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, veteran, and based upon their qualifications and ability to do the job.

## Eligibility

All required clinical education for entry into ACGME-accredited fellowship programs must be completed in one of the following:

- an ACGME-accredited residency program
- an AOA-approved residency program

Department of Laboratory Medicine and Pathology

- a program with ACGME International ([ACGME-I](#)) Advanced Specialty Accreditation
- a Royal College of Physicians and Surgeons of Canada (RCPSC) accredited residency program located in Canada **(prior to July 1, 2025)**
- a College of Family Physicians of Canada (CFPC) accredited residency program located in Canada **(prior to July 1, 2025)**

### Eligibility Exceptions

Programs may accept international medical graduates who do not meet standard eligibility criteria if they:

- Are evaluated and deemed suitable by the program director and selection committee
- Receive GMEC approval for exceptional qualifications
- Hold valid ECFMG certification

## Additional Requirements

**Canadian Medical School Graduates:** Starting July 1, 2025, individuals graduating from Canadian medical schools will be considered IMGs for entry into U.S. GME programs and must obtain ECFMG Certification, including USMLE scores. This requirement does not apply to graduates of Canadian medical schools prior to July 1, 2025

**Non-US Citizens:** Non-US citizen applicants must have U.S. legal permanent residence or a valid Employment Authorization Document (EAD) that can be extended to cover the training period at the time of appointment or be eligible to apply for a J-1 or H-1B visa. Refer to [Visa Policy](#).

**State License:** Applicants must be eligible for a Washington (or other applicable) state provider license. Refer to [Licensing Policy](#)

*A passing Step 3 score is required for all ACGME fellowships **except** for PhD candidates in Laboratory Genetics and Genomics.*

## Application

Applicants are required to complete an application through the Department of Laboratory Medicine and Pathology for all programs, except Forensic Pathology applicants, who must apply via ERAS.

**External candidates** must submit a standard application form and provide all documents as directed in the application process. Application links are located on the department web site on the clinical education page: <https://dlmp.uw.edu/education/fellowship-application>

**Internal candidates** (current or former trainees at UW Medicine) must submit an abbreviated application form and provide all documents as directed in the application process.

ACGME Common Program Requirements may be found here: <https://www.acgme.org/programs-and-institutions/programs/common-program-requirements/>

## Interview

Applicants invited to interview for a fellowship position will receive written or electronic notification of the terms, conditions, and benefits of appointment to the ACGME-accredited program, either as currently in effect or as they will be at the time of appointment. These details are outlined in the Residency and Fellowship Position Appointment (RFP) Agreement and the [Union Collective Bargaining Agreement \(CBA\)](#). Both resources are available on the [Prospective Residents and Fellows page](#) of the GME website.

Most fellowship programs will conduct virtual interviews in alignment with AAMC recommendations. Virtual interviews help reduce costs for applicants, improve access and equity, and support academic medicine's commitment to environmental sustainability. Applicants will be informed of the interview format upon receiving an invitation.

Applicants who require disability accommodation for the interview may request accommodation from the UW Disability Services Office. If such accommodation is requested, the UW Disability Services Office will inform the GME Office and the Program of the request in order to facilitate appropriate accommodation, if indicated.

## Selection and the Match

Programs participating in the NRMP Match or a Unified Timeline are identified on the [fellowship application page](#). <https://dlmp.uw.edu/education/fellowship-application>

Selected fellowship candidates are notified by the program director and sent a preliminary letter of agreement. To accept, the fellowship candidate will return a signed agreement to the program. Fellowship position agreements are prepared in April prior to the start date by UW GME and will be sent to the trainee during onboarding.

## Fellowship Programs – non-ACGME

### Clinical Chemistry and Clinical Microbiology

Recruitment and Selection: The UWSOM, in partnership with each of its programs, will engage in practices that focus on ongoing, mission-driven, systematic recruitment and retention of a diverse and inclusive workforce of fellows while maintaining compliance with Washington State Law and University of Washington policies addressing diversity in recruitment.

- Programs recruit and select fellows among eligible applicants based on training program-related criteria such as their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity, as well as professionalism.
- Under [University of Washington Executive Order No. 31](#), programs recruit applicants without regard to race, color, creed, religion, national origin, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, veteran, and based upon their qualifications and ability to do the job.

## Eligibility

Eligible applicants must complete the required application through the Department of Laboratory Medicine and Pathology. Program-specific requirements may evolve over time, and applicants are encouraged to review the applicable program websites to ensure they meet all current guidelines.

- For **Clinical Chemistry**, the program is accredited by the [Committee on Accreditation in Clinical Chemistry \(COMACC\)](#), and further information is available on the [Clinical Chemistry program page](#).
- For **Clinical Microbiology**, the program is accredited by the [American Society for Microbiology \(ASM\)](#), and further information is available on the [Clinical Microbiology program page](#).

## Application, Interview, and Selection Process

Applicants invited to interview for a fellowship position will receive written or electronic notification of the terms, conditions, and benefits of appointment to the non-ACGME-accredited program, either as currently in effect or as they will be at the time of appointment. These details are outlined in the Residency and Fellowship Position Appointment (RFP) Agreement and the Union Collective Bargaining Agreement (CBA). Both resources are available on the Prospective Fellows page of the GME website.

Most fellowship programs will conduct virtual interviews in alignment with AAMC recommendations. Virtual interviews help reduce costs for applicants, improve access and equity, and support academic medicine's commitment to environmental sustainability. Applicants will be informed of the interview format upon receiving an invitation.

Applicants who require disability accommodation for the interview may request accommodation from the UW Disability Services Office. If such accommodation is requested, the UW Disability Services Office will inform the GME Office and the Program of the request to facilitate appropriate accommodation, if indicated.

Selected fellowship candidates are notified by the program director and sent a preliminary letter of agreement. To accept, the fellowship candidate will sign and return the letter to the program. Fellowship position agreements are prepared in March prior to the July 1 start date by UW GME and will be sent to the trainee during onboarding.