Department of Anesthesiology  
University of Washington School of Medicine  
2004 Diversity Appraisal Report

Student Access and Opportunities

The Department of Anesthesiology’s primary educational focus is in the training of Residents and advanced post-residency training fellowships. The ACGME accredited Anesthesiology Residency Program is a four year program (one year internship plus three years anesthesiology). ACGME accredited one year fellowship programs include advanced training in pain management and pediatric anesthesia.

Undergraduate student interactions are available through enrollment in Anesthesiology 498 (Undergraduate Thesis) or 499 (Undergraduate Research). Students work under the supervision of a faculty member on research problems relating to body systems alteration by anesthetic techniques and agents.

Medical students may elect exposure to anesthesiology by enrolling in: (1) Anesthesiology 501, a preceptorship opportunity for first and second year medical students to gain experience with medical practice situations by observing clinical faculty members in their practices.; (2) Anesthesiology 680 -- Available to third and fourth year medical students as a 2 week clerkship as introduction to the principles of airway management, ventilatory support, use of local anesthetics, techniques of monitoring and fluid therapy; (3) Anesthesiology 681 – Available to third and fourth year medical students as a 4 week advanced clerkship providing greater exposure to the field; (4) Anesthesiology 697 Anesthesiology Special Electives providing special clerkships, externships or research opportunities; and (5) Anesthesiology 699 Anesthesiology Special Electives in the WWAMI region.

Estimates of current annual participation in these programs are provided.

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<th></th>
<th>Minority</th>
<th>Female</th>
<th>Male</th>
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</thead>
<tbody>
<tr>
<td>Residents</td>
<td>18</td>
<td>19</td>
<td>42</td>
</tr>
<tr>
<td>Fellows</td>
<td>8</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Medical Students</td>
<td>13</td>
<td>52</td>
<td>64</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>3</td>
<td>2</td>
<td>7</td>
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Student Development and retention

Residents are assigned to faculty advisors upon their entry into our program. As the residents rotate through the various sites (University of Washington Medical Center, Harborview Medical Center, Children’s Hospital & Medical Center, and the veterans Affairs Puget Sound Health care System, and other ancillary sites), they receive
immediate feedback from the attending physicians with whom they have interacted. In turn, the Residents are invited to provide evaluation feedback on their faculty. The Residents are provided and participate in weekly grand rounds presentations, didactic teaching by faculty in formal lecture settings, special presentations on topics and speakers of interest. They are encouraged to participate in the research activities of the department. A research pathway is available to interested individuals.

The Department strives to produce qualified anesthesiologists for the academic and private practice communities. Satisfactory progression through the training years is the goal for each Resident. Faculty advisors, hospital anesthesia chiefs, the Department Chair and other resources are available to assist each Resident during their progression.

Academic allowance funds of $1,000 per year are awarded to each Resident. There is also funding for participation at the annual Western Anesthesia Residents Conference is encouraged where nineteen regional anesthesia residency programs convene to present their research papers. Journal clubs are also funded by the Department for a number of topics.

**Engagement with the External Community**

Faculty in the University of Washington Department of Anesthesiology are active in the leadership of national and state professional organizations, such as the American Society of Anesthesiologists, the Washington State Society of Anesthesiologists, and the Washington State Medical Association. The faculty bring a great deal of expertise and visibility to the University of Washington as they become involved in these organizations.

The faculty participate in the UW Mini-Medical School program series and other University programs, providing lectures on the practice of anesthesiology utilizing a state-of-the-art anesthesia simulation model program. This operating room simulation set-up provides hands-on training in the administration of anesthesia with responsive feedback and outcomes from the mannequin patient.

The Department has over 100 clinical faculty (26 female and 88 male, of which 24 are minority) who are practitioners in the external community. These anesthesiologists provide external training opportunities for UW medical students, residents and fellows in the non-academic patient-mix settings. The clinical faculty collaborate with Department Faculty on research projects, lectures, grand rounds, and other educational activities.

From time to time, the Department participates in the offering of continuing education programs for the general practice community. Most recently, the Department sponsored a CME course on Transesophageal Echocardiography which was well received.
**Staff and Administrative Diversity**

The administrative and research staff of the Department totals sixty individuals (45 female, 15 male; of which 14 are minority; of which 23 are research staff and 37 are administrative staff). The staff is spread out across the four different hospital sites, which creates a challenge for the overall administration of the Department’s resources. The leadership of the Department supports and encourages the ethnic and cultural diversity that exists amongst it current ranks. The administrative and research staff members are valued contributors to the overall success of the Department.

**Faculty Diversity**

Consistent with the University guidelines for the recruitment of faculty, the Department recruits for faculty as an equal employment opportunity employer. Faculty openings are advertised in peer-reviewed journals with the University’s statement encouraging female and minority applicants.

Our current headcount of permanent and temporary faculty is at 94 physicians (33 female, 61 male; of which 17 are minority). The number of women faculty continues to grow each year, consistent with the continuing trend of increasing numbers of female resident graduates. In addition, the number of foreign medical graduates pursuing academic faculty position in the United States is growing. The Department has had very favorable responses from prospective foreign applicants.

As the population ages, so does the profile of the Department faculty. The Department has responded to requested changes in personal reduction of time, reduction or non-participation in call responsibilities, and general increased flexibility in order to retain senior faculty who are needed for the teaching and clinical staffing workloads.

**Curriculum and Research**

As an ACGME accredited training program, Anesthesiology provides a comprehensive curriculum within the four year training period. After completion of the first internship year, for the next three years, the Anesthesiology Resident rotates across four hospital sites providing a breadth of cases from the pediatric to tertiary and quaternary to trauma to geriatric settings. Weekly didactic lectures are presented, as well as grand rounds. Seminars are offered on special topics.

In terms of research, the Department of Anesthesiology currently ranks tenth in N.I.H. funding among U.S. academic anesthesiology departments. Total funded external research expenditures is at $3 million for this current year. In addition to the anesthesiologists faculty, the Department also has five Ph.D. research faculty (3 female, 2 male; of which 1 is minority).
Future Plans

Revitalization of the research program in the Department of Anesthesiology is a top priority. Active recruitment efforts are underway to attract established researchers who will serve as mentors to junior faculty as they begin their academic careers. Recruitment efforts have also sought to identify Residents who have been identified with research potential and interest, for future faculty appointments. The introduction of more research topics into the training program seminars is planned.

With the aging faculty population, the retention of valued faculty will continue to require increased flexibility in the way we staff facilities. Efforts to recruit new faculty continue to be a challenge, as the academic compensation can never monetarily compete with the private practice.

The Department continues its commitment to providing quality training and research programs for the advancement of anesthesiology.