

Pediatric Hematology and Oncology Fellowship Program
University of Washington / Seattle Children's Hospital

Eligibility, Recruitment and Selection Policy

Date Established: December 1, 2024

Revision History: Revised July 1, 2026

Approved By: Program Director, Pediatric Hematology and Oncology Fellowship

Scope

This policy applies to all applicants seeking appointment to the University of Washington Pediatric Hematology and Oncology Fellowship Program and outlines the program's eligibility requirements, recruitment practices, interview process, and selection procedures. This policy is available to all program applicants via the program website (add link).

Purpose

The University of Washington Pediatric Hematology and Oncology Fellowship Program is committed to a fair, equitable, transparent, and mission-driven recruitment and selection process that identifies applicants with the qualifications, professionalism, and potential necessary for successful fellowship training. This policy is consistent with University of Washington Graduate Medical Education (GME) policies, Accreditation Council for Graduate Medical Education (ACGME) requirements, and applicable federal and state laws.

Program Mission and Aims

The mission of the Pediatric Hematology and Oncology Fellowship Program is to train compassionate, skilled, and innovative physician-scientists, clinicians, and leaders who advance the care and outcomes of children with cancer and blood disorders. We are committed to fostering a representative and supportive training environment that empowers fellows to grow as collaborative lifelong learners and to thrive in their professional and personal lives while contributing meaningfully to the field.

Program aims include:

- Developing excellence in the clinical care of children, adolescents, and young adults with hematologic and oncologic disorders.
- Preparing fellows for successful careers in research, scholarship, education, advocacy, and leadership.
- Promoting professionalism, well-being, lifelong learning, and continuous professional growth.
- Fostering an inclusive and supportive learning environment that enables fellows to thrive and contribute meaningfully to the field of pediatric hematology and oncology.

Recruitment and Selection Principles

The University of Washington is committed to fostering an inclusive, respectful and welcoming community for all. As an equal opportunity employer, the University considers applicants for employment without regard to race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status consistent with UW Executive Order No. 81.

The Pediatric Hematology and Oncology Fellowship Program recruits and selects fellows among eligible applicants based on training program-related criteria including preparedness, clinical performance, academic achievement, communication skills, professionalism, leadership potential, scholarly accomplishments, and personal qualities such as integrity, motivation, resilience, and commitment to patient-centered care.

Eligibility

ACGME and Review Committee Requirements

Applicants must meet eligibility requirements established by the ACGME, the Review Committee for Pediatrics, and the University of Washington Graduate Medical Education Office.

Applicants must have completed, or be expected to complete prior to fellowship matriculation, one of the following:

- an ACGME-accredited Pediatrics residency program;
- an AOA-approved residency program;
- a program with ACGME International (ACGME-I) Advanced Specialty Accreditation; or
- a Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency program located in Canada.

The fellowship program must receive verification of each entering fellow's level of competence in the required field using ACGME, ACGME-I, or CanMEDS Milestones evaluations from the core residency program.

Eligibility Exceptions

The program may consider exceptionally qualified candidates, including international graduates, who do not meet the above criteria through the eligibility exception pathway outlined in the ACGME Common Program Requirements and UW GME policy.

Additional Program Requirements

Applicants must also:

- Be eligible for medical licensure in Washington State.
- Be authorized to work in the United States at the time of appointment.
- Meet all applicable institutional onboarding requirements.
- Have passing scores on all USMLE Step and/or COMLEX Level Exams.
- Demonstrate commitment to a career in academic medicine.
- Meet the Essential Functions and Technical Standards of the Pediatric Hematology and Oncology Fellowship Program.

Note: As a freestanding children's hospital-based program, this program has no VA-affiliated appointments or rotations; Selective Service Registration is not applicable.

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 appropriate visa sponsorship. The program sponsors J-1 and H-1B visas only.

Training Grant Funding

Fellows whose research training is supported, in whole or in part, by NIH National Research Service Award (NRSA) training grants or other sponsored funding mechanisms will be informed, prior to appointment and at the time of interview, of any changes to salary, benefits, or other terms associated with that funding during the relevant training period.

Application Process

The Pediatric Hematology and Oncology Fellowship Program participates in the Electronic Residency Application Service (ERAS®) and the National Residency Matching Program (NRMP) Specialties Matching Service, and complies with all applicable NRMP Match Participation Agreements, policies, and procedures.

Match Participation Waiver, Combined Adult and Pediatric Hematology-Oncology Pathway The program occasionally requests a limited Match participation waiver from the GMEC in connection with the Combined Adult and Pediatric Hematology-Oncology Pathway (see Section 11). Because candidates for this pathway match into the fellowship program through the Adult Hematology-Oncology Fellowship Program's NRMP rank list rather than through a separate pediatric Match process, the program requests a waiver to reserve the corresponding pediatric fellowship position for the following academic year.

Applications are reviewed holistically and on a rolling basis. Interview invitations are extended throughout the recruitment season until all available interview positions have been filled.

A complete application must include the materials required through ERAS, including three letters of recommendation. Required letters of recommendation include:

- One letter from the applicant's current Residency Program Director or designee.
- Two additional letters from faculty members who have directly supervised the applicant and can provide meaningful assessment of the applicant's clinical performance, professionalism, scholarship, leadership, and readiness for fellowship training.

Applications that do not contain the required letters of recommendation may be considered incomplete and may not be reviewed for interview selection.

Interview Process

Applicants invited to interview will be informed, in writing or by electronic means, of the terms, conditions, and benefits of appointment in effect at the time of interview or expected at the time of eventual appointment, consistent with ACGME Institutional Requirements (IR 4.2.b) and UW GME policy, including:

- Compensation, stipends, and professional liability and disability insurance coverage;
- Institutional leave policies, including medical, parental, and caregiver leave;
- Health insurance coverage available to eligible dependents; and
- Any additional terms associated with NIH NRSA or other sponsored training grant funding, where applicable (see Section 5.E).

These terms are further described in the Residency and Fellowship Position Appointment (RFPA) Agreement and the Resident and Fellow Physician Union-Northwest (RFPU-NW) Collective Bargaining Agreement, available on the GME website. This information is shared with applicants prior to their scheduled interview day. Applicants are required to submit a signed acknowledgment of receipt confirming that this information was provided to them prior to interview. Applicants will also be provided information regarding board eligibility requirements consistent with CPR 2.5.I and applicable Review Committee requirements. Applicants who require a disability accommodation for the interview may request one through the UW Disability Services Office, which will coordinate with the GME Office and the program to facilitate an appropriate accommodation, if indicated.

Selection Process

The fellowship program utilizes a holistic review process when evaluating applicants.

Selection decisions are based on consideration of:

- Academic and clinical performance
- Letters of recommendation
- Personal statement
- Scholarly and research accomplishments
- Leadership experiences
- Professionalism
- Communication and interpersonal skills
- Interview performance
- Alignment with the mission and aims of the Pediatric Hematology and Oncology Fellowship Program

Completion of an application or participation in an interview does not guarantee selection, ranking, or appointment.

Transfers

Prior to accepting a trainee transferring from another fellowship program, the program will obtain verification of prior educational experiences and a summative competency-based performance evaluation in accordance with the UW GME Transfer Policy.

International Medical Graduates

Graduates of medical schools outside the United States and Canada must satisfy all Educational Commission for Foreign Medical Graduates (ECFMG) certification requirements and all applicable UW GME requirements before appointment.

Combined Adult and Pediatric Hematology-Oncology Pathway

The University of Washington offers a combined Adult and Pediatric Hematology-Oncology training pathway for physicians who have completed Internal Medicine-Pediatrics (Med-Peds) residency training and are interested in careers spanning both pediatric and adult hematology-oncology. This pathway is particularly well suited for physicians interested in adolescent and young adult (AYA) oncology and other conditions requiring expertise across the lifespan.

The pathway provides eligibility for board certification in Pediatric Hematology-Oncology and either Adult Hematology or Adult Oncology. It is not designed for trainees seeking dual board certification in both Adult Hematology and Adult Oncology.

Application Process

Applicants interested in the combined pathway apply through ERAS to the Adult Hematology-Oncology Fellowship Program. There is no separate ERAS application or Match track for combined training. Candidates should indicate their interest in combined training within their application materials, such as their personal statement, and specify whether they intend to pursue Adult Hematology or Adult Oncology certification.

Applications are initially reviewed by the adult fellowship program. Applicants selected for interview by the adult program will also be interviewed by pediatric hematology-oncology faculty during the same recruitment cycle. Following interviews, the adult and pediatric program leadership teams jointly review candidates' qualifications, career goals, and fit for combined training.

Candidates approved for the pathway are ranked through the Adult Hematology-Oncology Fellowship Program's NRMP rank list. Applicants who successfully match into the adult fellowship subsequently enter the pediatric fellowship as part of the approved combined training pathway and do not participate in a separate pediatric fellowship application or Match process. (See Section 6 regarding the related Match participation waiver.)

Training Structure

The combined pathway is completed over four years:

- **Year 1:** Adult clinical training, including continuity clinic and call responsibilities.
- **Year 2:** Pediatric clinical training, including continuity clinic and call responsibilities.
- **Years 3, 4:** Research-focused training with continued adult and pediatric continuity clinics, pediatric call responsibilities, and individualized scholarly development.

Related Policies and References

- UW GME Eligibility, Recruitment and Selection Policy
- UW GME Visa Policy
- UW GME Transfer Policy
- UW GME Licensure Examination Policy
- Pediatric Hematology and Oncology Fellowship Essential Functions and Technical Standards
- Residency and Fellowship Position Appointment (RFPA) Agreement
- Resident and Fellow Physician Union-Northwest (RFPU-NW) Collective Bargaining Agreement