

Trainee Position Description and Essential Functions

University of Washington Global Emergency Medicine and Rural Health Fellowship

Position Identification: Global Emergency Medicine and Rural Health (GEMRH) Fellow, Non-ACGME Fellowship

Position Summary: The Global Emergency Medicine Fellowship program at the University of Washington in Seattle prepares future leaders in Global & Rural Health Emergency Medicine through two unique tracks: a 1-year Alaska/International Fellowship and a 1-year South Dakota, Pine Ridge Reservation Fellowship. Both tracks offer an optional international-based second year in Global Health. Fellows are jointly selected through the NRMP Match program by UW and Partner site leadership teams (Alaska Native Medical Center [ANMC] / Pine Ridge Hospital). Each track has two positions open each year.

General Overview of the Fellowship Role

Fellows split their clinical time between domestic rural leadership and international partnership development:

- **Year 1: Domestic Rural/Tribal Integration:** Clinical rotations are based at high-impact sites, including the Alaska Native Tribal Health Consortium (ANTHC) or Pine Ridge Hospital (IHS). Fellows function as attending Emergency Physicians in these emergency departments, providing high-acuity care while navigating the unique socio-economic, cultural, and logistical features of tribal health systems under the direction of site leadership.
- **Year 2: International Field Placement:** The optional second year focuses on a dedicated international posting. Fellows work alongside established non-profit organizations or academic partner sites to implement sustainable health interventions, provide clinical care, and engage in health system-strengthening.

Learning Objectives

- Learn how to effectively advance the implementation of emergency medicine both domestically in resource-constrained Indian Health Service (IHS) settings, and in international, resource-limited environments.
- Develop skills for effective program development and implementation in resource-limited settings (rural and international), including performing needs assessments, program

evaluations, and navigating humanitarian fieldwork principles (food security, water/sanitation, personal security, and refugee health).

- Understand the principles governing effective humanitarian relief and disaster response through fellowship coursework and optional field experience with an internationally renowned disaster relief agency.
- Develop research and quality assurance (QA) skills to conduct studies culminating in academic publication or presentation, adding to the literature focused on global emergency medicine and rural health.
- Understand international public health issues, the relationships between non-governmental and governmental organizations in disaster response, and the connection between human health and human rights.
- Develop leadership, management, health equity, and advocacy skills through the monthly inter-agency Rural Equity, Leadership and Advocacy Exchange (RELAX).
- Develop a foundation in caring for patients with HIV, TB, neglected tropical diseases, and tropical infectious diseases via the fellowship curriculum and an optional Diploma in Tropical Medicine & Hygiene.

UW GME Expectations for Professional Behavior

- All fellows must comply with the UW Medicine Policy on Professional Conduct and the UW Medicine Compliance Code of Conduct.
- All fellows must meet ACGME Competencies in Professionalism, including fitness for duty.
- All fellows must comply with UW GME Policies, including the Resident and Fellow Position Appointment Agreement (RFPA).

Qualifications

- Completion of an ACGME-accredited Emergency Medicine Residency.
- Board Prepared or Board Certified in Emergency Medicine.
- A demonstrated commitment to health equity, indigenous health, or international development.
- Ability to adapt to diverse cultural environments and varying levels of clinical support.

Academic & Professional Development

- **Advanced Degree Tracks:** Fellows may pursue a Master of Public Health (MPH) through a remote program (e.g., London School of Hygiene & Tropical Medicine) or a Diploma in Tropical Medicine & Hygiene (DTM&H).
- **Curriculum:** A dedicated weekly GEMRH curriculum covers topics such as humanitarian response, social determinants of health, and health economics.
- **Quality Assurance (QA):** Fellows collaborate with Site Directors to lead QA projects, identifying systemic gaps and implementing evidence-based improvements at clinical sites.

- **Hybrid Learning:** Coursework is supported by robust online modules, allowing for academic continuity while in the field.

Essential Functions

Essential functions are the fundamental job duties of the position that cannot be eliminated or substantially modified without changing the nature of the position. A fellow must perform the position's essential job functions with or without an approved reasonable accommodation.

Essential Program Administrative Functions

Onboarding

The Fellow must:

- Comply with all program and site-specific tasks required for credentialing and onboarding by the requested deadlines.
- Apply separately to their chosen MPH program and/or tropical medicine education program (e.g., GORGAS or London School).

Program Tasks and Documentation

The Fellow must:

- Participate in all requests for schedule preferences, requests for absence, schedule changes, or clinical coverage requests within specified timelines.
- Complete all requested evaluations for the program, conferences, medical students, peer fellows, or other team members in a timely manner.
- Complete required site-specific certifications and administrative logs.
- Maintain timely and responsive communication with program leadership and administration.
- Attend all required program meetings, semiannual meetings, mentorship meetings, and program retreats.

Essential Program Core Educational Functions

Didactics

The Fellow must:

- Comply with all attendance standards for the weekly GEMRH curriculum, didactics, or other core educational activities.
- Adhere to the preferred mode of attendance (in-person, virtual, or hybrid) dictated by their current deployment site.
- Lead didactic sessions, journal clubs, case conferences, or M&M reviews for peers, system leaders, and junior learners as requested by the program.

Scholarship

The Fellow must:

- Comply with program and specialty expectations for research, scholarship, public health analysis, or quality improvement.
- When requested or desired by the host IHS/ANTHC site, complete a scholarly project or QA initiative suitable for regional/national conference presentation, publication, or operational implementation.

Essential Patient Care Functions

Presence and Preparedness

The Fellow must:

- Present to work physically, mentally, and emotionally fit for duty.
- Arrive at the patient care setting on schedule and in attire appropriate for the professional, safe delivery of emergency care, while accounting for personal safety in varied rural or international environments.
- Adhere completely to the clinical policies, medical staff bylaws, and operational expectations of the host site/institution (ANTHC, Pine Ridge Hospital, or international partner sites).
- Satisfy expectations of the clinical environment, including performing rigorous patient handoffs and ensuring safe transitions of care.

Administrative & Communication

The Fellow must:

- Complete patient health record documentation (including Electronic Health Records, progress notes, and visit summaries) on the schedule prescribed by the host agency.
- Comply with expectations for EHR inbox management, including timely tracking and follow-up of diagnostic results.
- Respond in a timely manner to pages, phone calls, and site-specific secure communication platforms while on shift or on call.

Patient Care Volumes & Consultation

The Fellow must:

- Function effectively as an attending Emergency Physician, managing independent patient volumes, directing resuscitation teams, and providing bedside clinical teaching to local staff and rotating learners.
- Appropriately request, utilize, or provide consultation and supervision aligned with site capacities and the fellow's scope of privileges.

Essential Shift and Schedule Functions

Settings

The Fellow must:

- Complete assigned shifts in environments deemed essential by the program, including domestic rural/tribal emergency departments (ANTHC sites in Alaska or Pine Ridge Hospital in South Dakota) and the Year 2 international field placement.
- Participate in national and regional conferences specified by the program (e.g., Rural Equity, Leadership and Advocacy Exchange events).

Shift Length and Timing

The Fellow must:

- Complete 144 shifts of 10 to 14-hour duration at ANTHC or Pine Ridge during the first 12 months of the fellowship.
- Complete shifts across all hours deemed essential by the host clinical site, including day, swing, night, weekend, and holiday coverage.
- Adhere to clinical and educational hour limits and tracking as dictated by GME policy, ensuring any external moonlighting is approved and factored into total hours.

Program-Specific Global & Rural Environments

GEMRH fellowship training occurs across highly variable clinical, operational, educational, and administrative environments. These include domestic tribal health systems, resource-constrained federal/IHS facilities, remote rural clinics, international field placements with non-profit or academic partners, simulation spaces, and academic classrooms.

Fellows must be able to adapt to diverse cultural environments, navigate changing levels of clinical support, and participate safely and professionally in these environments in accordance with applicable UW, hospital, tribal, and international agency policies.

Essential Cognitive Functions

GEMRH fellows must be able to acquire, synthesize, and apply complex medical, public health, operational, ethical, and socio-economic information in dynamic, resource-limited care environments.

Specific cognitive functions include the ability to:

- Integrate knowledge of emergency medicine, public health, tropical medicine, disaster response, and health economics to solve problems at both individual patient and system levels.
- Rapidly analyze patient presentations and system gaps using incomplete data under conditions of uncertainty and resource scarcity.
- Exercise sound clinical and administrative judgment when leading quality assurance projects or designing sustainable health interventions.
- Maintain situational awareness, recognize personal safety limits, and adapt to changing operational conditions in humanitarian fields or remote rural landscapes.
- Demonstrate strong cultural humility, self-assessment, and receptiveness to feedback from diverse community elders, site directors, and international partners.

Essential Communication Functions

Communication must be clear, timely, and tailored to the clinical, educational, or administrative setting.

Specific communication functions include the ability to:

- Communicate effectively, respectfully, and accurately in high-acuity, time-sensitive clinical scenarios with patients, families, local nurses, mid-level providers, and tribal health workers.
- Adjust communication style seamlessly across diverse audiences, including indigenous patient populations, local clinical staff, international non-profit administrators, and governmental leaders.
- Deliver clear oral presentations, lectures, and educational rollouts both in-person and via hybrid/online modules.
- Write organized, clear clinical charts, QA/QI initiative summaries, protocol recommendations, and academic or scholarly documents.
- Maintain patient confidentiality and comply with applicable local, federal, or international privacy standards.

Essential Physical Functions

Emergency medicine and rural operations occur in unpredictable environments that may involve variable lighting, extreme weather, challenging terrain, or confined spaces.

Specific physical functions include the ability to:

- Navigate rural and international clinical scenes that may include uneven ground, remote outdoor environments, low-light conditions, or limited infrastructure.
- Maintain the physical stamina required to complete extended 10 to 14-hour emergency department shifts and engage in field-based project implementations or humanitarian site visits.
- Use visual, auditory, and tactile senses, with or without reasonable accommodation, to independently assess patients, read medical monitors, verify medication safety, and recognize environmental hazards.
- Perform or supervise technical clinical skills relevant to emergency physician practice (such as airway management, resuscitation, and procedural care) in resource-constrained settings.
- Wear required personal protective equipment (PPE) or scene-safety gear appropriate to the regional or international environment.

Statement of Nondiscrimination

The University of Washington prohibits discrimination, harassment, and sexual misconduct in any education program or activity that it operates. Individuals may report concerns, make complaints, or direct inquiries to the Civil Rights Compliance Office. View the Statement of Nondiscrimination.

This document reflects requirements, established practices, policies, procedures, and resources as of the date of publication; however, parts of this document may be updated from time to time in accordance with changes in the law, institutional policy, or partner site requirements.

Continued participation by a fellow in the program will demonstrate agreement by the fellow to adhere to the updates. The program will communicate such changes in writing to fellows when they occur.