WE ARE
NEBRASKA MEDICINE & UNMC

Our mission is to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care.

OUR VALUES
reflect who we are and why we’re here.

ITEACH

Innovation
Search for a better way. Seek and implement ideas and approaches that can change the way the world discovers, teaches and heals. Drive transformational change.

Teamwork
Respect diversity and one another. Communicate effectively and listen well. Be approachable and courteous. There is no limit to what we can achieve when we work together.

Excellence
Strive for the highest standards of safety and quality in all that you do. Work to achieve exceptional results.

Accountability
Commit. Take ownership. Be resilient, transparent and honest. Always do the right thing and continuously learn.

Courage
Make the tough decisions. Have no fear of failure in the pursuit of excellence. Admit mistakes and learn from them.

Healing
Show the empathy you feel. Be selfless in caring for patients, one another and the community.

The information in this booklet reflects the current residency program. UNMC will continuously evolve the program to provide the best possible education for the residents. Future programs may differ.
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A Cordial Welcome

In this unusual Match year filled with video conferencing and online tours, I would like to extend my heartfelt appreciation that you have selected our program for consideration. While this novel approach to recruitment is somewhat foreign to all of us, I feel our department’s amazing team of educators and clinicians have crafted a virtual experience like no other. If you’re uncertain about anything throughout the recruiting process, please don’t hesitate to contact any of the persons listed in this guide. We welcome the opportunity to speak with you again.

As the chair of our rapidly expanding Department of Anesthesiology, I have conversed with many impressive clinicians, researchers and house staff as they transition their career and family to Omaha. For many unfamiliar with this part of the country and state of Nebraska, it can be difficult to consider Omaha as a possible home. As a born and bred Chicagoan, let me assure you that Omaha checks all of the boxes. We enjoy a solid economy—even now, affordable homes, great public schools, vibrant entertainment and an average commute of 18 minutes. It is truly easy to live here.

Both UNMC and our clinical partner, Nebraska Medicine, are supported by our community, state and country like few other institutions in the Nation. Despite the challenges of the past year, we continue to be on a growth trajectory with stunning optimism. This is thanks in part to our collaborative culture that provides opportunities to push the envelope in both personal careers and the field of medicine.

Across the institution, colleagues see each other as allies and hold one another to high standards. The concept of team extends well beyond our own department and truly creates a family-like atmosphere that facilitates learning and inquiry. I am proud to lead a department full of amazing and talented people, and I hope you consider joining us.

Steven J. Lisco, MD, FCCM, FCCP
Professor and Chair
Department of Anesthesiology
College of Medicine
A Cordial Welcome

Thank you for considering UNMC for your residency training in anesthesiology! I hope you find that this guide illustrates what the next four years of your life could look like in our program. We provide expansive opportunities that prepare residents for an exciting and successful future, whether they pursue fellowship, private practice or academic anesthesiology. Even though we can’t introduce you to our team and facilities in person during the COVID-19 pandemic, we hope you still experience the energy, camaraderie, and supportive learning environment that are integral to this department and medical center.

I’ve lived in eight different states in my life, and there’s a reason I stayed in Omaha. I get to have it all here. I get to work alongside ground-breaking leaders in a phenomenal academic medical institution and Children’s Hospital, balanced with an incredible home life. This city is affordable, progressive, and has the personal connections of a small community with the advantages of a big city. If you expect this place to be just corn fields, it will surprise you.

We hope you will see our dedicated spirit in action as you interview with us and see why the UNMC Department of Anesthesiology is an excellent place to become the best physician, anesthesiologist, and person you can be.

Please don’t hesitate to contact me with any questions.

Andrea Dutoit, MD
Associate Professor and Residency Program Director
Department of Anesthesiology
College of Medicine
Interviewing with Us

Firstly, we would like to thank you for adjusting to the challenging circumstances brought forth by the COVID-19 pandemic. We hope we can still provide an accurate and appealing depiction of what your life could look like as a resident on UNMC’s campus. For a more dynamic illustration of what our team and facilities have to offer, please watch the videos posted on our residency and fellowship recruiting web pages at unmc.edu/anesthesia.

For the 2021 Match, the Department of Anesthesiology will offer the following positions:

✔️ **8 Categorical**
  NRMP Program Code: 1376040C0
  › Clinical Base Year + Anesthesiology, 36 months

✔️ **2 Advanced**
  NRMP Program Code: 1376040A0
  › 36 months of Anesthesiology to begin July 2022 following satisfactory completion of an ABA accepted- and ACGME-accredited internship not associated with the UNMC Department of Anesthesiology. This internship must include 12 months of broad education in fundamental clinical skills of medicine relevant to the practice of anesthesiology including six months of fundamental clinical skills of medicine and at least one month, but not more than two months each, of critical care and emergency medicine.

For more information on Anesthesiology Program Requirements visit acgme.org
Interview Committee

Steven J. Lisco, MD  
Professor and Chair  
steven.lisco@unmc.edu

Cale Kassel, MD  
Assistant Professor and  
Associate Residency Program  
Director, Operations and Rotations  
cale.kassel@unmc.edu

Mohanad Shukry, MD, PhD  
Professor and Executive Vice Chair  
mohanad.shukry@unmc.edu

Joe Pawlowski, MD  
Assistant Professor and  
Associate Residency Program  
Director, Performance and Wellbeing  
joseph.pawlowski@ummc.edu

Amy Duhachek-Stapelman, MD  
Associate Professor and  
Vice Chair, Education  
aduhache@unmc.edu

Brittany Brown, MD  
Assistant Professor and Director,  
Medical Student Rotation  
brittany.brown@unmc.edu

Andrea Dutoit, MD  
Associate Professor and  
Residency Program Director  
andrea.dutoit@unmc.edu

Kaitlyn Pellegrino, MD  
Assistant Professor  
kaitlyn.pellegrino@unmc.edu

Katie Goergen, MD  
Assistant Professor and  
Associate Residency Program  
Director, Education  
katie.goergen@unmc.edu
Who will shape your education?

We know that outstanding achievements only happen thanks to a collection of excellent people. That’s why we work hard to bring the best clinicians, educators, and inquisitors to our team.

Andrea Dutoit, MD  
Associate Professor, Residency Program Director  
RESIDENCY AND FELLOWSHIP:  
Mayo Clinic (Pediatric)

Joe Pawlowski, MD  
Assistant Professor and Associate Residency Program Director, Performance and Wellbeing  
RESIDENCY:  
University of Rochester Medical Center  
FELLOWSHIP:  
Vanderbilt University (Critical Care)

Katie Goergen, MD  
Assistant Professor and Associate Residency Program Director of Education  
RESIDENCY AND FELLOWSHIP:  
University of Maryland (Cardiothoracic)

Amy Duhachek-Stapelman, MD  
Associate Professor and Vice Chair, Education  
2020 Varner Educator Laureate  
RESIDENCY:  
UNMC

Cale Kassel, MD  
Assistant Professor and Associate Residency Program Director, Operations and Rotations  
RESIDENCY:  
UNMC

Faye Haggar, EdD  
Assistant Professor and Director of Education Development & Academic Technology  
DOCTORAL DEGREE:  
University of South Dakota, Educational Administration & Leadership
Should you choose to pursue sub-specialized training after residency, we proudly offer fellowship programs in five ACGME-approved subspecialties, as well as other sub-specialized training tailored to your needs, that are all directed by experts in their field. You will meet each of them and other talented subspecialty experts during your residency rotations.

**ACGME-approved Fellowship Programs & Directors**

**Cardiothoracic Anesthesiology**
**DIRECTOR:** Rebecca Aron, MD
**Associate Professor**
**RESIDENCY:** University of California at San Francisco
**FELLOWSHIP:** Duke University Hospital (Cardiothoracic)

**Critical Care Anesthesiology**
**DIRECTOR:** Shaun Thompson, MD
**Assistant Professor**
**RESIDENCY AND FELLOWSHIP:** UNMC (Critical Care)

**Pediatric Anesthesiology**
**DIRECTOR:** Michelle LeRiger, MD
**Associate Professor**
**RESIDENCY:** UNMC
**FELLOWSHIP:** Nationwide Children’s Hospital (Pediatric)

**Pain Medicine**
**DIRECTOR:** Kimberly Haynes-Henson, MD
**Associate Professor**
**RESIDENCY AND FELLOWSHIP:** UNMC (Pain Medicine)

**Regional Anesthesia and Acute Pain Management**
**DIRECTOR:** Nicholas Heiser, MD
**Assistant Professor**
**RESIDENCY:** New York University School of Medicine

**Our ACGME Accreditation Status:**
UNMC’s Department of Anesthesiology residency program was originally accredited by the ACGME in 1951 and has been in good standing ever since. The most recent site visit was in 2009 when reviewers commended the program’s substantial compliance with ACGME program and institutional requirements. The next 10-year accreditation site visit is scheduled for approximately April 2026.
Who will shape your education?

Additional Fellowship Programs & Directors

**Echocardiography**

**DIRECTOR:**
Nicholas Markin, MD
Associate Professor

**RESIDENCY:**
UNMC

**FELLOWSHIP:**
UNMC & University of Utah
(Cardiothoracic, Echocardiography)

**Liver Transplant**

**DIRECTOR:**
Corey Zetterman, MD
Assistant Professor

**RESIDENCY:**
UNMC

**Pediatric Cardiac Anesthesiology**

**DIRECTOR:**
Mohanad Shukry, MD, PhD
Professor

**RESIDENCY:**
Tulane University

**FELLOWSHIP:**
Children’s Hospital of Pittsburg
(Pediatric)

Administrative Support

**Sarah Matya**
Administrator, Educational Programs
sarah.matya@unmc.edu

**Amy Guziec**
Residency/Fellowship Coordinator
amy.guziec@unmc.edu

**Shelly McCaffrey**
Residency Coordinator
smccaffr@unmc.edu

**Mary Bernhagen**
Fellowship Coordinator
mbernhagen@unmc.edu
What will you learn?

We offer exceptional clinical training paired with innovative and interactive didactics that well-prepare our residents for fellowship and beyond. As Nebraska’s top hospital as reported by multiple agencies, we offer ample access to challenging cases from a wide variety of patients. We put our residents beside passionate industry leaders and on the forefront of challenging clinical scenarios early and often. Residents are encouraged to customize their training experience with elective rotations and clinical research.

UNMC’s Department of Anesthesiology is organized into five subspecialties comprised of faculty and staff with advanced experience in that field. Our residents work with each team throughout training.

Cardiothoracic Anesthesiology
This division touts widely accomplished cardiothoracic anesthesiologists who collectively see more than 800 patients annually, housed in UNMC’s 69 cardiothoracic beds and 21 dedicated CVICU beds. The heart transplant, lung transplant and LVAD programs are robust. The division houses one of the only Perioperative Echocardiography Services (PECS) in the country, which is also recognized nationally for its echocardiography training program. During training, residents and fellows have an abundant access to a wide variety of cardiothoracic procedures.

Critical Care Anesthesiology
The Critical Care Anesthesiology Division provides premiere care round the clock for the most ill patients in a 200-mile radius. Physicians and nurse practitioners work in multiple ICUs with more than 80 total beds that see more than 8,000 patients annually. Several faculty are leaders in national biopreparedness, ECMO, and echocardiography. During training, residents and fellows have many opportunities to get an education in Critical Care Anesthesiology that would prepare them to work in any ICU in the country.

Multispecialty
Members of the Multispecialty Division care for a widely diverse and robust number of patients. The division is further segmented into sections demarcated by clinical experience and academic expertise. This allows team members to better serve the roughly 20 surgical or procedural specialties they work with.

Pain Medicine Anesthesiology
The Department of Anesthesiology’s Pain Medicine Anesthesiology Division provides patient care at multiple locations within the Nebraska Medicine network. The division is largely separated in two groups: The Chronic Pain Service (CPS) and the Acute Pain Service (APS). The CPS provides primarily outpatient care to patients via tailored, safe, multi-modal interventions. The APS provides pain management services to inpatients throughout the perioperative process.

Pediatric Anesthesiology
The Pediatric Anesthesiology Division operates within two regional referral centers, Nebraska Medicine (NM) and Children’s Hospital & Medical Center (CHMC). Between NM’s 520 beds and CHMC’s 195 beds, the team provides roughly 16,000 anesthetics annually. Team members provide round the clock care to neonates and children needing a wide variety of specialty care that includes cardiac, transplant, trauma, and acute and chronic pain management utilizing central and peripheral nerve blocks. To provide the most specialized care in the region, pediatric anesthesiology faculty are separated into sections demarcated by clinical experience and academic expertise.

The sections are abdominal organ transplantation, obstetric, thoracic, vascular, neuroanesthesiology, complex abdominopelvic and enhanced recovery, orthopedic, trauma and advanced airway management.
What will you learn?

Upon completion of our program, you can expect to be well-prepared for certification examinations, for sub-specialty training, and to practice as an anesthesiologist. Our overall board certification rate for graduating resident classes 2012-2018* is 96%. The National average is 93%. Our graduating residency classes, on average, are roughly evenly split between beginning fellowship or practice.

<table>
<thead>
<tr>
<th></th>
<th>Fellowship</th>
<th>Faculty</th>
<th>Private Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>6</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>2019</td>
<td>5</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>2018</td>
<td>5</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>2017</td>
<td>7</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>2016</td>
<td>6</td>
<td>1</td>
<td>5</td>
</tr>
</tbody>
</table>

*most recent data available from the ABA

After graduation and the advanced exam, oral boards is what every graduate dreads. To help that, we have mock oral exams all throughout residency training. There are also organized post-grad mock oral exams that faculty dedicate their own personal time to. What’s really awesome is that we have multiple faculty here who are actual National oral board examiners, so we are learning from people who actually administer the exam.

Clayton Damme, MD
Co-Chief Resident, Class of 2021
How will you learn?

Our curriculum structure covers the American Board of Anesthesiology content outline, and is taught via hands-on and interactive methods during protected time away from clinical activities.

**In-Person Didactics**
Each week, Tuesday afternoons are reserved for CA1 didactics, Wednesday afternoons for CBYs, and Thursday afternoons for CA2s and CA3s. Residents find this consistent format allows for immediate application of learned materials. Content presentation varies between lessons led by faculty experts who are educators at heart, and resident-led lessons that allow young physicians to shine.

Additionally, we hold “boot camps,” or more frequent didactics that cover intensive topics, at relevant times throughout training. Residents are encouraged to attend department-wide learning opportunities such as the weekly grand rounds meeting, monthly journal clubs, quality assurance meetings and morbidity and mortality meetings.

**Self-Guided Didactics**
One of our most-loved educational tools is the Learning Portal, an online, interactive source for training material produced by our faculty that coincides with our rotations and the ABA content outline. The Learning Portal covers hundreds of topics and includes interactive features that aid retention. Additionally, residents are provided use of a university tablet, relevant textbooks and a TrueLearn subscription for content quizzes.
How will you learn?

**Mentorship**
Each resident mentee is assigned a faculty member who acts as a resource during all four years of residency. Mentors provide guidance, inspiration and a safe space to navigate issues. Additionally, many residents develop organic mentee/mentor relationships with other residents and faculty as their education evolves.

**Simulation**
Our simulation curriculum is robust and developed and led by our own faculty. All residents receive small-group sessions specific to their learning level multiple times per year. Simulation facilities include those within the state-of-the-art Global Davis Center, the Clinical Simulation Lab, and the department’s own high-definition simulator, task trainers, and echocardiography simulator. Simulation techniques include recreating realistic environments through virtual and augmented reality, holographic and visualization techniques, task trainers and more. In addition, our residents participate in skills labs led by faculty experts throughout residency to practice and augment skills specifically related to anesthesia training.

**Board Exam Preparation**
American Board of Anesthesiology board examination preparation begins the moment a resident starts at UNMC. CBYs are exposed to introductory anesthesiology topics amidst their broad training. Our didactic curriculum is separated into Basic Exam (CA1) and Advanced Exam (CA2/3) coverage.

Preparation for the Applied Exam begins immediately in the CA1 year. Practice sessions for the Standardized Oral Exam (SOE) occur monthly and in small groups with immediate feedback. Practice for the Objective Structured Clinical Examination (OSCE) takes place throughout residency during simulation sessions. Each resident is provided a full-length mock Applied Exam in the Clinical Skills Lab during their CA3 year with the opportunity to return after graduation for additional practice. Sessions are recorded so faculty may provide valuable feedback to each resident.
The Davis Global Center was opened in 2020 and is the second-largest medical simulation center in the world. The facility houses the Nation’s only Federal Quarantine Unit, a biocontainment unit with simulation center, a visualization and virtual reality theater, multiple medical simulation and clinical skills labs, and a fresh tissue lab.
“Leaving the Nest” Training
The department-exclusive Introduction to Practice Series is led by faculty within the department who are familiar with the process of transitioning from learner to independent physician. The series provides anesthesia-specific financial advice, insurance information, leadership and administrative training, wellness and culture-building skills, and more.

Additionally, the institution’s Graduate Medical Education (GME) office offers the four-part Resident Development Series which focuses on:

- Patient Safety & Quality Improvement
- Risk Management & Medical Malpractice
- Business Management & Health Policy
- Leadership, Professionalism & Wellbeing

Research
UNMC places a strong emphasis on research and scholarly activity. In academic year 2020, the institution set another record for research funding from external sources, topping $174.2 million, a 26% increase from the previous year’s record $138 million. In typical years, department faculty scholarly activity accounts for 40+ publications in peer-reviewed journals and 100+ contributions to national and international conferences. Residents typically contribute 20+ posters at national conferences.

Residents pursuing research will find support at the institutional level through the Clinical Trials office and the College of Public Health, and through the following department assets.

- Basic science researchers (3)
- Multiple clinical researchers
- Translational researcher
- Research Nurses (2)
- Statistician
- Resident Research Oversight Committee (RROC)
The Clinical Anesthesia 1 (CA1) year focuses on establishing general anesthesia skills in the operative setting with at least one month of Critical Care Anesthesiology (CCA). CA1 residents care for a wide range of patients, from outpatients to some of the most critically ill patients imaginable.

Rotations include:
- Ambulatory Surgery
- Anesthesiology Subspecialty Introduction
  - Cardiothoracic
  - Multispecialty
  - Acute Pain Management
- Anesthesia out of the OR
- Basic Echocardiography
- Orthopedic Surgery
- Preoperative Anesthesia Screening Clinic (PASC)

The Clinical Anesthesia 2 (CA2) year builds upon the foundation of the CA1 year, but focuses on subspecialty rotations and more challenging care including:
- Airway techniques (VA)
- Cardiothoracic Anesthesiology
- Critical Care Anesthesiology
- Pediatric Anesthesiology
- Multispecialty Anesthesiology including:
  - Neuroanesthesiology
  - Obstetric Anesthesiology
- Anesthesiology for Transplant Surgery
- Anesthesiology for Thoracic & Vascular Surgery
- Postoperative Recovery Unit Anesthesia
- Pain Medicine, including Regional Anesthesia & Acute Pain Management and Chronic Pain Management

The Clinical Anesthesia Year 3 (CA3) offers advanced experiences in general and subspecialty anesthesias well as opportunity to pursue elective rotations selected by each resident. Options include:
- Advanced Airway Techniques
- Additional Subspecialty Experience
- Private Practice Rotation at Bryan West Medical Center
- Perioperative Practice Management
- Research rotations
- Global Health elective in Gitwe, Rwanda

Our Clinical Base Year (CBY) experience is a unique blend of rotations specifically chosen to prepare our residents for their future in anesthesiology and care of the patient in the perioperative period. Our year is distinctive in that you will work with private practice physicians and academic departments.

On private practice rotations, you will often be the only resident working one-on-one with the attending faculty while receiving extensive clinical experience with personal didactic instruction and guidance. Academic rotations bring opportunity to develop very important team skills, as you will be a member of the team of residents covering a particular service, and participate in that department’s structured didactic programs. In the CBY year, you will learn to function with varying levels of autonomy, and you will continue the process of assimilating into the role of a physician.

Rotations include:
- Anesthesiology
- Cardiology, Private Practice and UNMC
- Critical Care (Anesthesiology, Trauma Surgery)
- Emergency Medicine
- General Surgery
- Internal Medicine (Inpatient and consult service)
- Nephrology, Private Practice
- Otolaryngology (2 weeks)
- Research
- Transfusion Medicine (2 weeks)
Global Health Elective

The Department of Anesthesiology’s Global Health Program currently focuses on providing healthcare to underserved populations in rural Rwanda. UNMC and Nebraska Medicine faculty, staff and house officers interested in going on the surgical mission trip formally apply to be considered for the select number of spaces on the team. This two-week resident rotation is ACGME-approved, meaning that selected residents do not need to use vacation time to participate. Additionally, the trip is fully-funded by the Department of Anesthesiology for resident participation.

Members of the global health team will spend roughly two weeks preparing for and providing anesthesia services in the resource-limited environment of Gitwe. Some Rwandan’s suffer from Iodine Deficiency Disorders that have led to large thyroid goiters that diminish quality of life. On average, 35 of those goiters are removed on each surgical mission trip. Our anesthesia team joins other healthcare professionals associated with Medical Missions for Children to provide complete healthcare services.
When? The balance between case requirements, call and wellness.

Our residents have long touted UNMC’s Anesthesiology residency program as one of the most well-rounded and family-friendly in the nation due to its superior work-life balance. Residents shouldn’t have to sacrifice wellness to hit case numbers. The following illustrates how our residents easily fulfill requirements and still find time to kick up their feet.

Available Anesthetics

<table>
<thead>
<tr>
<th>Available Anesthetics</th>
<th>Nebraska Medicine</th>
<th>Anesthetics available for residents and fellows</th>
</tr>
</thead>
<tbody>
<tr>
<td>39,000</td>
<td>50,000+</td>
<td></td>
</tr>
</tbody>
</table>

Children’s Hospital & Medical Center: 14,500

Omaha VA Medical Center: 4,800

7,500+ Available Pain Procedures

Case Logs

Averages for graduates over the past five years

<table>
<thead>
<tr>
<th>Case Log</th>
<th>RRC Minimum</th>
<th>UNMC Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pts &lt; 3 mos</td>
<td>5</td>
<td>14</td>
</tr>
<tr>
<td>Pts &lt; 3 yrs</td>
<td>20</td>
<td>134</td>
</tr>
<tr>
<td>Pts &lt; 12 yrs</td>
<td>100</td>
<td>283</td>
</tr>
<tr>
<td>Spinal</td>
<td>40</td>
<td>64</td>
</tr>
<tr>
<td>Epidural</td>
<td>40</td>
<td>133</td>
</tr>
<tr>
<td>Peripheral Nerve Block</td>
<td>40</td>
<td>339</td>
</tr>
<tr>
<td>Life-threatening Pathology</td>
<td>n/a</td>
<td>210</td>
</tr>
<tr>
<td>Cardiac total</td>
<td>20</td>
<td>72</td>
</tr>
<tr>
<td>Intrathoracic, non-cardiac</td>
<td>20</td>
<td>35</td>
</tr>
<tr>
<td>Vascular, major vessel</td>
<td>20</td>
<td>91</td>
</tr>
<tr>
<td>Vaginal delivery</td>
<td>40</td>
<td>70</td>
</tr>
<tr>
<td>Cesarean sections</td>
<td>20</td>
<td>38</td>
</tr>
<tr>
<td>Total intracerebral</td>
<td>20</td>
<td>45</td>
</tr>
<tr>
<td>Total intracerebral, Open</td>
<td>11</td>
<td>36</td>
</tr>
<tr>
<td>Pain, new consults</td>
<td>20</td>
<td>85</td>
</tr>
<tr>
<td>Total cases</td>
<td>n/a</td>
<td>1433</td>
</tr>
</tbody>
</table>

Work Hours

Average work hours for our residents is 55 hours per week.

Here is the breakdown per rotation:

- CBY: 40 – 60
- Multispecialty: 50 – 55
- Cardiac: 60 – 65
- Critical Care: 70 – 75
- VA: 40 – 50
- Pediatrics: 30 – 40
- Chronic Pain: 45
When? The balance between case requirements, call and wellness.

Call Responsibilities
Resident call rotations are unique to the specialty or subspecialty, but prioritize physician wellness in providing post-call protected time away from the hospital.

1 CBY Rotations
   - Responsibilities vary per rotation

2 UNMC CA1, CA2, & CA3s General OR Call
   - Residents scheduled evenly throughout the month to cover:
     - Weekdays
       - One junior and one senior resident on 24-hour, in-house shift
       - One junior or senior resident on late call, or last released
     - Weekends and holidays
       - One junior and one senior resident on 24-hour, in-house shift
     - Off by 7 a.m. on post-call day.
   - The in-house team has at least two residents, one OB anesthesia resident and one faculty. Often, call residents are accompanied by two or three in-house CRNAs. Additional general and specialty faculty are available by home call.

3 Critical Care Anesthesia (CCA) Service in the ICU
   - One call day per week
     - The following day is post call, the second day after is off
     - CA3s are on call with a fellow and a home-call faculty
     - CA1s and CA2s will have faculty in-house with them during their 24-hour shift

4 OB Call
   - Minimum of two residents who cover during rotation
   - Day shift resident works Monday-Thursday with a 12-hour shift overnight on Friday, returning Sunday night to start night shift
   - Night shift resident works Sunday through Thursday nights with Friday through Sunday off, to return to day shift Monday morning.
   - Sunday day shifts are covered by an OB call-eligible resident from the general pool

5 Children’s Hospital & Medical Center
   - Up to two weekend 24-hour calls per rotation with post call day off

6 VA Airway
   - No VA calls; one in-house shift per month at UNMC
Where will you work?

Don’t be fooled by stereotypes depicting decrepit barns on a Nebraska prairie. More than half of UNMC’s sprawling midtown campus was built or dramatically renovated within the past 10 years. We are blessed by a generous community that recognizes the value of our work and contributes to our innovation. Each of these rotation sites familiarizes residents with unique equipment and processes.

**Nebraska Medicine**

**Main Campus | 42nd & Leavenworth Streets**

- 809 total beds, 36 operating rooms
- 30,000+ annual anesthetics, 88,000+ annual ED visits
- Level I Trauma coverage for region
- Home to National Quarantine Unit, Nation’s only federal quarantine unit
- Home to Nebraska Biocontainment unit, one of only three in the Nation and the largest
- Nebraska’s top hospital for nine years in a row as awarded by U.S. News & World Report, amongst multiple other awards

**Bellevue | S 25th St. & Hwy 370**

- 91 beds, 8 operating rooms
- 3,000+ annual anesthetics, 3rd busiest ED in metro
- 7-year-old community hospital
- Recognized by Joint Commission as Top Performer

**Village Pointe | N. 175th & Burke Streets**

- Outpatient procedures
- Home to pain clinic
Where will you work?

Children’s Hospital & Medical Center

84th & Dodge Streets

- 145 beds, 12 operating locations, including a hybrid heart catheterization lab and ambulatory center
- 13,000+ annual anesthetics, 58,400 ED and Urgent Care visits
- Regional referral center to more than 290,000 patients annually
- CHMC pediatric anesthesiologists are also faculty at UNMC’s Department of Anesthesiology
- Ranked Best Children’s Hospital by U.S. News & World Report in five specialty areas in 2019
- Hubbard Center for Children, a nine-story, state-of-the-art clinical facility, opens 2021

Omaha VA Medical Center

42nd & Center Streets

- 226 beds, 7 operating rooms and 5 out of department anesthetizing locations
- 4,000+ annual anesthetics
- Faculty from VA, UNMC & Creighton University/CHI

Bryan West Medical Center

Lincoln, Neb.

- Elective rotation for CA3 residents who meet approval
- Experiences include cardiac anesthesia with advanced TEE in addition to anesthesia for all other types of surgery in private practice
Why choose us?

Our residency program offers one of the most competitive wages in the nation in a beautiful city with a low cost of living. We provide benefits and perks with intentions to help make residents and their families successful.

2020 – 2021 House Officer Annual Salary

<table>
<thead>
<tr>
<th>Level</th>
<th>Annual Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOI (CBY)</td>
<td>$58,690</td>
</tr>
<tr>
<td>HOII (CA1)</td>
<td>$60,863</td>
</tr>
<tr>
<td>HOIII (CA2)</td>
<td>$63,343</td>
</tr>
<tr>
<td>HOIV (CA3)</td>
<td>$65,601</td>
</tr>
</tbody>
</table>

Insurance Available

- **Health/Dental** Comprehensive group coverage
- **Malpractice** Provided for all approved professional and educational activities
- **Disability** Low rate automatic eligibility coverage available

Vacation and Leave

Our department extends a generous leave package to our residents because we know it is important to have time away. We fully support the new American Board of Anesthesiology Leave of Absence policy as it complies with our institutional policies.

- **Vacation Leave** Twenty paid working days per year with a maximum accrual of 30 working days per year
- **Sick Leave** One day earned per month in CBY and CA1 years. 180-day bank given after two years of employment
- **Professional Leave** Five days for Step 3 exam and approved meetings when resident is presenting
- The ABA only allows 60 days of total absence for vacation or leave of any kind during the Clinical Anesthesia years. Usage of more than 60 days results in residency extension unless approved under the new ABA LOA policy for up to an additional 40 days.
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Other Benefits from Graduate Medical Education (GME)

- Central House Officer lounge for all specialties
- House Officer Assistance Program
- Exercise room when on-call
- Each resident receives $300 per year for educational development
- Meal allowance for daily lunch use when on campus

Other Benefits from the Department

- Private anesthesiology lounge and call rooms
- Meal allowance for call shifts
- Didactic materials including use of University iPad or other tablet, textbooks, TrueLearn subscription, etc.
- Educational development funding
  - $200 per resident per year CBY, CA1, CA2; $700 for CA3 year
- Lab coats provided with free laundering
- Fees paid for:
  - BLS/ACLS certification/recertification
  - Temporary Educational Permit
  - Professional dues: ASA, NSA, IARS
  - ABA In-Training Exam
  - ABA Basic Examination (first attempt only)
- Travel expenses for presentations of academic work
- We sponsor H1 and J1 Visas
Why choose Omaha?
Our residency program offers one of the most competitive wages in the nation in a beautiful city with a low cost of living. We provide benefits and perks with intentions to help make residents and their families successful.

Purchasing Power
Your dollar goes further in Omaha, Neb., with a cost of living that is roughly 10% lower than the National average. The major factor driving this perk is very affordable home prices. Residents are often able to purchase comfortably sized homes with character near UNMC’s main campus. Even if you decide to live further away, Omaha is a very accessible city with an average commute time of 18 minutes.

Family Friendly
Our anesthesiology residency program is accommodating to young and growing families and so is the Omaha metro, which offers many family-friendly activities and communities. The schools are great, safe and competitive. Omaha is home to many types of faiths, including the Tri-Faith Initiative that is comprised of Jewish, Christian and Muslim houses of worship on one campus. Here are some places your family might enjoy:

- Omaha’s Henry Doorly Zoo and Aquarium
- Wildlife Safari Park
- Omaha Children’s Museum
- Fun-Plex Water Park & Ride
Districts with Personality
Omaha, the Nation’s 40th largest city, has evolved to have “boroughs” of its own, each having unique character and offerings. Tailor your outing with loved ones to your mood.

- Benson, Blackstone & Dundee: Vibrant spots infused with the arts, craft beer and local eats
- Aksarben, Midtown & Village Pointe: Modern and trendy locales laced with upscale options
- Downtown, Downtown Northeast & Old Market: City center with great nightlife and something for everyone

Nature Adventures
The metro area offers clean air, a four-season experience and more than 300 days of sunshine per year. Your favorite recreational activities are easily accessible with these nearby assets:

- 240 neighborhood parks covering nearly 11,000 acres
- 7 nearby state parks
- 59 trails covering 381 miles
- Positioned between two rivers
- Lauritzen Gardens (Indoor/Outdoor Botanical Center)
- Forests & Wildlife Management Areas

Sports & Festivals
These large community and national gatherings help make Omaha a vibrant city:

- NCAA Men’s College World Series
- USA Olympic Swim Trials
- Taste of Omaha
- Summer Arts Festival
- Jazz on the Green
- Multiple Farmer’s Markets
- Omaha Fashion Week
House Officer Contract

The House Office Contract matched residents will sign is as follows:

UNIVERSITY OF NEBRASKA COLLEGE OF MEDICINE

HOUSE OFFICER AGREEMENT

2020-2021

THIS AGREEMENT between the Board of Regents of the University of Nebraska, governing body for the University of Nebraska Medical Center College of Medicine (UNMC) and the house officer has been executed and entered into this first day of July, 2020 and shall be effective from July 1, 2020, through and including June 30, 2021. Except as otherwise set forth in this agreement, the benefits, terms, and conditions of employment of the house officer shall be those set forth in the rules and policies covering “other academic staff” as defined in paragraph 3.1.1.2 of the Bylaws of the Board of Regents of the University of Nebraska. House officers should observe the standards of behavior customary in the hospital to which they are assigned. UNMC and the undersigned house officer hereby agree as follows:

1. **Acceptance.** The house officer wishes to obtain further training in the art and science of medicine. The house officer will enroll in the UNMC College of Medicine as a ______________________________________________

2. **Responsibilities.** The house officer agrees to obtain and maintain the appropriate Nebraska license or permit to practice medicine while participating in this graduate medical education program. The house officer agrees to participate fully in patient care, and educational programs including the teaching and supervision of the house officers and students. The house officer agrees to adhere to the established practices, procedures, and policies of the institution and to develop a personal program of self-education and professional growth under the guidance of the teaching staff. The UNMC College of Medicine, through its administration and teaching faculty, agrees to use its best efforts to meet or exceed the guidelines relating to house officer education as set forth in the Program Requirements established by the Accreditation Council for Graduate Medical Education and to provide supervision of house officers’ educational experiences. The terms and conditions set forth in this agreement are subject to reasonable rules as established by the accrediting bodies for each training program.

3. **Salary.** Salary for the academic year beginning July 1, 2020, and ending June 30, 2021, shall be ______________________________________ 

4. **Determination of Salary Level.** House officer salary at the time of appointment is based on the number of prior years of ACGME recognized residency training. Credit towards an advanced house officer level may be given for no more than one year of education outside of the specialty the house officer is entering and only if the training fulfills board requirements of that specialty. House officers who enter a fellowship position following residency training outside the U.S., will start at the level defined by the minimum prerequisite training for that fellowship, regardless of their years of prior training outside the United States. For the purpose of determining salary level, a chief resident year done after the required training is completed will be counted as a year of training provided the house officer is entering a subspecialty in the same discipline.

5. **Insurance Benefits.** As employees of UNMC, house officers may participate in benefits offered to employees such as health, vision, long-term care, and dental insurance, automatic eligibility disability insurance, term life insurance, supplemental accidental death and dismemberment insurance and reimbursement accounts for health care and dependent care.

6. **Vacations.** The house officer shall have four weeks (twenty working days) of paid vacation per year provided that such vacation days shall not include more than eight weekends. Vacation for house officers employed less than one year will be pro-rated. The maximum vacation that may be accrued is six weeks (30 working days). House Officers are encouraged to use their vacation but in the event that clinical demands prevent it, house officers shall be reimbursed for unused vacation time upon termination of employment. House officers may have up to five days of leave with pay per year for approved professional or educational meetings.

7. **Scheduling Professional Leave or Vacations.** Professional meetings and vacation days must be scheduled to assure coverage in accord with minimum staffing standards of the service to which the house officer is assigned. Vacation and meeting days shall be scheduled by delivering a notice in writing at least 30 days in advance of the beginning of the scheduled rotation to both the house officer’s own program and the service to which the individual is assigned and from which leave is to be taken. Conflicts in scheduling of meetings or vacation days shall be resolved by the Office of Graduate Medical Education. Meeting or vacation days not scheduled in the manner described above may nevertheless be taken if approved in advance by the house officer’s program and by the director of the service to which the individual is then assigned.
8. **Sick Leave.** As employees of UNMC, house officers are eligible for family leave, funeral leave, military leave, sick leave, and civil leave as set forth in the UNMC Policies. House officers shall accumulate one day sick leave per month for the first two years of employment; thereafter the provisions applicable to full-time permanent academic-administrative staff, as set forth in Section 3.4.3.3. of the Bylaws of the Board of Regents of the University of Nebraska, shall apply.

9. **Effect of Leave on Completion of Educational Program.** In some circumstances, the amount of allowable leave may exceed the amount allowed by the program requirements or by the specialty board requirements to receive credit for a full year of training. Thus, additional training may be required to meet certification or program requirements, as outlined in your program’s policies, if applicable. Details regarding specialty board availability can be found at the board’s web site and also through a link on the Nebraska GMEC Office website.

10. **Non-Discrimination and Prohibited Harassment.** UNMC promotes equal educational and employment opportunities in an academic and work environment, free from discrimination, and/or harassment. UNMC does not discriminate, based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment. A detailed policy is contained in the UNMC policies & procedures manual and is reprinted in the Housestaff Manual.

11. **Impaired Physicians and Substance Abuse.** The policy on impaired physicians is provided in the Housestaff Manual.

12. **Accommodation for Disabilities.** The policy on accommodation for disabilities is provided in the Housestaff Manual.

13. **Counseling Services.** Counseling and psychological support assistance are available free of charge. More information is reprinted in the Housestaff Manual.

14. **Professional Activities Outside of the Training Program.** House officers may engage in medical practice outside of their residency program provided such practice does not interfere in any way with the responsibilities, duties, and assignments of the training program and the house officer is in compliance with the following requirements.

   To moonlight, the house officer must:
   
   a. Be in the PGY-2 year or above
   b. Not be on a J-1 visa
   c. Be in good academic standing within their training program
   d. Have a full medical license in the state in which they are planning to work

   Outside practice (moonlighting or locum tenens) must be approved in advance by the house officer’s program director. The house officer must apply in writing to the program director before the starting date of the outside practice. The director will approve or disapprove the proposed outside practice in writing and the signed statement of permission will be kept in the house officer’s permanent department file and a copy will be kept in the Graduate Medical Education Office. Such approval, once given, shall be withdrawn if it is determined that the outside practice interferes with the responsibilities, duties, or assignments of house officer’s training program. If approval is withdrawn, the house officer shall be notified in writing as soon as possible, but before the effective date of the practice activity. House officers cannot be required to participate in outside practice. Outside practice includes all moonlighting/locum tenens done in affiliated (internal moonlighting) or non-affiliated hospitals or outpatient practice. All outside practice is subject to College of Medicine duty hour policies. The house officer must keep a log of the hours during the outside practice and enter the times into the departmental duty hour record or present the log to the present director.

15. **Professional Liability Insurance.** UNMC provides professional liability insurance, including tail coverage. This policy covers the house officer while providing patient care either as a part of the training program or as outside medical practice that has been approved according to paragraph 14 above. Details of the malpractice coverage are on the card provided to all new house officers at orientation and also are available at the Graduate Medical Education Office.

16. **Call Rooms and On Call Meals.** UNMC will ensure that call rooms are provided for house officers assigned to in-house call duty. The facilities so provided shall be approved by the Office of Graduate Medical Education and shall, at a minimum, include bed, bath and toilet facilities, a writing desk, and a phone. Meal allowances will be provided for those house officers required to be in-house overnight at Nebraska Medicine.

17. **Required Off-Campus Training.** When off-campus training within the State of Nebraska is required as part of the training program of any house officer, and conditions require the house officer to reside at a place other than their regular residence, then UNMC shall provide a suitable residence. The residence shall be approved by the Office of Graduate Medical Education and shall provide, at a minimum, a bed, bath and toilet facilities, a writing desk, and a phone. In the event off-campus training is required within the State of Nebraska as part of a house officer’s training program at locations more than 75 miles from the UNMC campus, or for those based at Lincoln, 75 miles from the Family Practice Center, and conditions require the house officer to use a personal vehicle in order to reach such location, then the house officer shall be reimbursed for mileage at the rate provided under current UNMC policy for one round trip to and from the location. This does not preclude reimbursement for other off-campus travel at the discretion of the department or program involved.
18. **Work Environment and Duty Hours.** The policy on work environment and duty hours is in the Housestaff Manual. Accurate reporting of duty hours is important to program planning as well as patient care and safety. Misreporting of duty hours is considered a breach of professional behavior and will affect academic performance evaluation.

19. **Lab Coats and Laundering.** The house officer will be supplied with four lab coats at the beginning of training unless the house officer is enrolled in either a one or two year program, and then the house officer will be supplied with two coats. Coats are laundered without charge to the house officer.

20. **Committees and Councils.** The house officer agrees to participate in UNMC and Nebraska Medicine committees and councils to which they are appointed or invited.

21. **Grievance Procedures.** House officers who have a grievance regarding terms of this agreement should first attempt to resolve the grievance through their program director and chairman. If a satisfactory solution is not found they may ask the Associate Dean for Graduate Medical Education in conjunction with the Graduate Medical Education Committee to resolve the problem. If this does not produce a satisfactory solution, a house officer grievance committee may be convened. Membership on the grievance committee shall be appointed by the Dean, College of Medicine, and shall include three house officers and three faculty members. The grievance committee shall have the following powers and duties:
   a. To establish its own rules of procedure in accordance with the Bylaws of the Board of Regents.
   b. To consider a complaint filed by any house officer alleging any grievance.
   c. To seek to settle the grievance by informal methods of adjustment and settlement, either itself or by using the services of any officer or body directed to settle grievances and disputes by mediation, conciliation, or other informal methods.
   d. To proceed, if informal methods fail to resolve the matter satisfactorily, in accordance with the following principles:
      i. If the grievance alleges that inadequate consideration was given to relevant matters by the person or body which took the action or made the decision which led to the grievance, the Grievance Committee shall investigate the facts, and, if convinced that inadequate consideration of the relevant matters occurred, state the facts found and the respects in which the consideration was inadequate. The committee may order that the matter be reconsidered by the appropriate person, group, or groups, or recommend that other rectifying actions be taken.
      ii. The Grievance Committee shall not substitute its judgment on the merits for that of the person, group or groups which previously considered the decision.
      iii. The committee shall not have the authority to modify any of the provisions of this agreement.
      iv. The recommendations of the committee shall be reported in writing to the Dean, College of Medicine.

22. **Termination.** Unsatisfactory academic or professional performance or any other breach of the terms of this agreement or of the Bylaws of the Board of Regents shall be sufficient grounds for termination of this agreement by UNMC. If it is determined by the appropriate dean, director, or department chairman that sufficient grounds exist for termination of this agreement, then written notice shall be given to the house officer specifying the facts constituting grounds for termination and the effective date of termination. The house officer so notified shall have the right to file an appeal under the house officer appeal procedure described in the Housestaff Manual.

23. **Appeal Procedure.** The parties expressly agree that the house officer appeal procedure referred to in paragraph 22 shall apply to academic failure of a rotation, suspension, termination or nonrenewal prior to completion of the training program, notwithstanding contrary provisions in other policies and procedures of the University relating to termination of employment or academic dismissal.

24. **Appointment and Advancement.** This agreement shall be for the period commencing July 1, 2019 through and including June 30, 2020. Reappointment to succeeding years of training will depend on the house officer’s satisfactory academic and professional performance, the availability of funding, and continuation of the training program. If the appropriate department decides that the house officer’s agreement shall not be renewed prior to the house officer’s completion of the training program, written notice of nonrenewal specifying the reason for nonrenewal shall be given to the house officer. The house officer shall have the right to file an appeal under the house officer appeal procedure. The house officer must pass USMLE Step 3 or COMLEX Exams or Part II of the Medical Council of Canada Qualifying Exam to advance to the HO III level. For a house officer who does not meet this requirement, the house officer’s program director may apply to the GMEC for a one-time extension of the requirement for a period of 6 months or less. Until the requirement is met, the house officer will not advance to the HO III level. At the end of the extension, if the requirement is not met, the house officer will be dismissed.

25. **Certificate.** A certificate of service will be provided for house officers who leave after twelve months or more of service. The certificate will list only those degrees conferred by educational institutions.

26. **Program Reduction or Closure.** The policy regarding program reduction or closure is contained in the Housestaff Manual.
27. **Restrictive Covenants.** The University of Nebraska Medical Center has no restrictive covenants relative to practice or employment of house officers after completion of postgraduate training.

28. **Image Consent/Release.** I hereby consent and authorize UNMC to take photographs or electronic images of me, and I authorize UNMC to use, reuse, copy, publish, display, exhibit, reproduce, and distribute such information technology in any educational or promotional materials or other forms of media, which may include, but are not limited to University or affiliate hospital publications, catalogs, articles, magazines, recruiting brochures, websites or publications, electronic or otherwise, without notifying me.

All employer rights, powers, discretions, authorities and prerogatives are retained by and shall remain exclusively vested in the Board of Regents of the University of Nebraska and the University of Nebraska Medical Center except as clearly and specifically limited by this agreement.

Executed this ______ day of ______________________ 2020.

__________________________________________
House Officer

Board of Regents of the University of Nebraska

__________________________________________
By: Department Chair

__________________________________________
Associate Dean
Graduate Medical Education
We hope you enjoyed your visit.