University of Washington Genetic Counseling Graduate Program
Application Instructions
2022 Admissions Cycle

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WELCOME!
Thank you for choosing to apply to the University of Washington Genetic Counseling Graduate Program (UW GCGP). We're thrilled that you're interested in training with us. We want to be transparent about what we're asking for, why we're asking, and how we evaluate applications.

As part of your application, you'll be asked to reflect on potentially difficult topics. The questions are designed to elicit information about skills that are important for genetic counselors. We acknowledge that these topics may be sensitive. Vulnerability is welcome but not necessary. We strive for a thoughtful and confidential review process. Your application will be reviewed by members of the UW GCGP community, which include potential future supervisors, course instructors, etc. Everyone involved in the admissions process has had training on anti-racism, implicit bias, and has been oriented to the program's mission, vision, and values.

In this document, you'll find some general instructions, a checklist of materials required for your application, detailed instructions for each part of the application, and information about how we plan to review applications.

This document is long, because we've tried to anticipate as many of your questions as we can. If you have questions that aren't answered here or on the UW GCGP website, please contact us using the form on our website.

GENERAL INSTRUCTIONS
Attention to detail is needed for many genetic counseling roles. Please review these instructions and the application carefully, ask us for clarification if you have questions, and then prepare and submit all of the required materials. We will not review incomplete applications. This includes applications that are missing only recommendations.

The application software has some features to help you make sure that you've included everything, but the automated system has limitations:

- It will alert you if you haven't uploaded a required file, but it won't check to be sure that a file you've uploaded is the right one.
- The application software allows you to submit your application before you've added all of your transcripts and the contact information for all of your recommenders. It also permits you to submit without reporting an English language proficiency score (if this applies to your application). You're still responsible for making sure these items (including recommendations) are submitted before the deadline.

The deadline for Fall 2022 admission is 11:59 p.m. Pacific Standard Time, December 8, 2021. We will not review late applications.

Clear written communication is a skill that's important in many genetic counseling roles. In addition to the content of your application, reviewers will assess clarity, completeness (e.g. you've responded to all parts of each writing prompt), organization, and elements expected for graduate-level writing.
We suggest that you ask a trusted friend or colleague to proofread your materials before you submit them.

To request disability accommodation in the admission and application process, contact the Disability Services Office at 206.543.6450 (Voice), 206.543.6452 (TTY), 206.685.7264 (FAX), or dso@u.washington.edu.

APPLICATION CHECKLIST
You must complete the University of Washington Graduate School's online application, including all of the following items:

- Applicant profile
- Program information, including calculated grade point average
- Information on prior schools
- Unofficial transcripts (upload)
- Evidence of English Language proficiency (non-native speakers only)
- Contact information for three recommenders
- Supplemental application, including personal statement and short answer responses (upload)
- Application fee or fee waiver information

DETAILED INSTRUCTIONS
Here are detailed instructions for each section of the application. The application software is not specific to our program, and some fields and selections may not seem intuitive. We've given guidance below about what you should expect to help minimize any confusion. If you still have questions after carefully reviewing these instructions, please contact us. For many parts of the application, you'll upload files that you prepare outside of the software. You may want to gather all of these pieces before you start. You don't have to complete the whole application in one sitting!

Once you get past the Requirements and Deadlines page, you can use the navigation menu on the left-hand side of the screen to reach each page of the application process.

Applicant Profile Pages
This part of the application has several pages, which we hope are fairly straightforward. Be sure to remember your security answer! If you forget your password and don't remember the answer to your security password, you'll have to create a new profile using a different email address.

For the question about gender, international applicants who plan to have an F1 or J1 visa must select male or female in order to comply with federal requirements related to visa paperwork. The University of Washington does not discriminate based on gender identity or expression.
Program Information Page
This page will be slightly different for domestic and international applicants, and for applicants for whom English is not a native language. For many questions on this page, you can see additional guidance by clicking on the [Help?] link.

<table>
<thead>
<tr>
<th>Question</th>
<th>Appears for</th>
<th>Guidance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application type</td>
<td>All applicants</td>
<td>Select &quot;Graduate&quot; for your application type. Do not select “Graduate Non-Matriculated” or “Visiting Graduate”.</td>
</tr>
<tr>
<td>Graduate program</td>
<td>All applicants</td>
<td>Select &quot;Genetic Counseling (MS)&quot; for your graduate program. If you don't see that option in the drop-down list, it means one of two things: either the application is not live yet (we're planning to publish the application in the middle of September) or we've temporarily taken it down to fix something.</td>
</tr>
<tr>
<td>Quarter and year</td>
<td>All applicants</td>
<td>Select &quot;Fall 2022&quot;. We're accepting applications for Fall 2022 ONLY.</td>
</tr>
<tr>
<td>Ultimate degree goal</td>
<td>All applicants</td>
<td>Select “Master's”.</td>
</tr>
<tr>
<td>Grade point average</td>
<td>All applicants</td>
<td>Enter your GPA. See below for information on calculating your GPA.</td>
</tr>
<tr>
<td>UW student status</td>
<td>All applicants</td>
<td>Answer accordingly.</td>
</tr>
<tr>
<td>New applicant—2 or more programs</td>
<td>All applicants</td>
<td>Answer accordingly. Please note that there are no formal dual-degree options for this program. If you're interested in pursuing an informal concurrent degree, please contact us and the other program you're considering/enrolled in so that we can talk through feasibility.</td>
</tr>
<tr>
<td>Current graduate/professional student—concur-rent degree</td>
<td>All applicants</td>
<td>Answer accordingly. Please note that there are no formal dual-degree options for this program. If you're interested in pursuing an informal concurrent degree, please contact us and the other program you're considering/enrolled in so that we can talk through feasibility.</td>
</tr>
<tr>
<td>UW student number</td>
<td>All applicants</td>
<td>Only applicants who have been registered at UW in the past will have a student number. If you have not been previously registered or are not able to find your student number, please leave this blank.</td>
</tr>
<tr>
<td>English language proficiency</td>
<td>Non-native English speakers only</td>
<td>Select the option for how you intend to satisfy the English language proficiency requirement. Please see below for further information on this requirement.</td>
</tr>
<tr>
<td>Washington State residency</td>
<td>Domestic applicants only</td>
<td>Answer accordingly.</td>
</tr>
<tr>
<td>Veteran status</td>
<td>Domestic applicants only</td>
<td>If yes, answer accordingly. Otherwise leave blank.</td>
</tr>
</tbody>
</table>
Calculating Your GPA
As required by the University of Washington Graduate School, we ask for your GPA from the last 60 semester hours or 90 quarter hours of your studies. (This is approximately equivalent to two years of full-time study.)

Please see the Graduate School's GPA Calculating Assistance for guidance on how to calculate the value to enter in Question 5 on the Program Information Page.

We understand that many factors can influence a person's GPA. If there are circumstances you'd like the Admissions Committee to consider when reviewing your application, you'll have a chance to describe them in the Supplemental Application (see below for details).

Requirements and Deadlines Page
There's nothing you need to fill out on this page, but here are a couple of things to note:

- We don't use the GRE as part of our admissions process. Please don't send us your GRE scores, even if you've taken the GRE.
- Please submit all materials online via this application. Please don't mail any hard copy materials or email documents to the program.

Report Prior Schools Page
Please report information about the colleges and/or universities you've attended. You must report on ALL of the following:

- The school where you received/will receive your Bachelor's degree.
- Any school where you took any of your required prerequisite courses, even if you didn't earn a degree from that school.
- Any school where you took a portion of your last 60 semester/90 quarter credits that you included in your GPA calculation.
- Any school where you took courses you included in the “Relevant Experiences/Coursework” table in the Supplemental Application.

From this point on, you can use the navigation menu on the left-hand side of the screen to move through the application.
Submit Unofficial Transcripts Page
For each of the prior schools you reported, please upload an unofficial transcript. Please note the following requirements:
- The file format must be .doc, .docx (new Word documents (.docx) do work even though they're not listed among the acceptable formats), .pdf, or .rtf.
- The file size cannot be larger than 2 MB.
- The transcript must be legible.
- If you earned a degree from a school, the transcript must show the degree with the award date.
- When uploading unofficial transcripts from schools outside of the United States, please include the school's explanation of the grading scale or grading system. This explanation is sometimes referred to as the "key to the transcript" or the "transcript legend".
- If your transcript is in a language other than English, you must also submit (within the same file) an English translation.
- **After you upload your file, please click the “view” option to double-check that you uploaded the correct file! You can replace it with a different file if you made an error.**

English Language Proficiency Scores
This page of the application will only appear if you indicated in your applicant profile that you are not a native speaker of English. If you aren't a native English speaker, and you're using a method OTHER THAN test scores to demonstrate your English language proficiency (see below), you can disregard this page.

Non-native speakers of English, regardless of citizenship, must show proof of English language proficiency as required by the UW Graduate School.

There are five ways that non-native speakers of English can demonstrate proficiency. Three of these relate to having a previous degree where all of the instruction was in English. Another is by submitting documentation that you've completed an intensive English language program at UW, and the last is by submitting official English language test scores. All of the details about the ways that you can demonstrate English language proficiency are in Memo 8: Graduate School English Language Proficiency Requirements.

If you are not a native speaker of English, and you're planning to demonstrate English proficiency using test scores, here are a couple of things you should know:
- Because of testing restrictions related to COVID-19, the Graduate School has temporarily expanded the list of acceptable language tests. You can read more about this in Memo 8 and in the COVID-19 Admission FAQs.
- If you encounter unexpected barriers or extenuating circumstances in reporting your test scores, please contact us immediately.
Submit Supplemental Application Page

You'll need to (1) complete an online Supplemental Application form; (2) submit the form to generate a .pdf version of your Supplemental Application; (3) download the .pdf version; and (4) upload the .pdf version to your UW application from this screen.

You can access the online Supplemental Application form HERE. After you fill it out, click the SUBMIT button at the bottom of the form. This will take you to a new page, where you can click the Download PDF button in the lower right corner of the page to download a .pdf version. A copy of the .pdf version will also be emailed to the address you provided in the form. Even after submitting the Supplemental Application form, you can edit it as many times as you like. The link for editing will be included in the email you receive with the .pdf version attached. We'll only review the version of your Supplemental Application form that's uploaded to your UW application.

Keep reading for detailed information on each section of the Supplemental Application,

Name, Email, and Match ID

Enter your name and email as you've listed them in your UW application.

Admission to all genetic counseling training programs in the United States and Canada happens through a match process. All applicants to the UW Genetic Counseling Graduate Program must register with the National Matching Service before applying.

When you register for the match, you'll receive a 5-digit Code Number. Please enter this Code Number in the Match ID field.

Personal Statement

The faculty and staff of the UW GCGP want nothing more than for our students to succeed, both while they're training with us and afterwards. We're looking for applicants who have carefully considered genetic counseling as a career and who have reflected about why they think they would be a successful genetic counselor.

Writing prompt:
The personal statement is your opportunity to tell us your story. In reflecting on your journey to genetic counseling, please address all of the following questions:

1. Why do you want to pursue a career in genetic counseling?
2. What steps have you taken to ensure that this profession is a good fit for you?
3. What strengths do you possess that will help you be a successful genetic counselor?
4. In what way(s) is the UW GCGP a good fit for you personally and/or professionally?

Word limit: 1000 words
**Short Answers**
We've selected various characteristics that are especially important to our program and created three short answer questions to give you an opportunity to describe how these apply to you. Here's some guidance that may help as you craft your responses.

**Question 1**
The UW GCGP values building a diverse, anti-racist, and equitable community of students, educators, scientists, and healthcare providers. Diversity has many dimensions, including but not limited to nationality, immigration and citizenship status, being (one of) the first in the family to go to graduate school, military status, socioeconomic status, race, religion, age, ability or disability, culture, ethnicity, language(s) spoken, sexual orientation, and gender identity. Diversity has been shown to improve group innovation and problem-solving, and patient satisfaction increases when care is provided in a culturally-sensitive environment with patient-centered communication strategies.

As you answer this question, consider what diversity, anti-racism, and equity mean to you or how these have influenced you, as well as experiences that have shaped your journeys through school and employment. We recognize this can be a challenging topic. Consider your vulnerability when answering this question. We want applicants to feel safe in being vulnerable, though we recognize some may not feel comfortable sharing personal information.

**Writing prompt:**
How will you contribute to or support the diversity of the genetic counseling profession? What unique perspective(s) would you contribute to the genetic counseling profession? How have you shown a commitment to diversity, anti-racism, and equity?

**Word limit: 500 words**

**Question 2**
The UW GCGP is a fast-paced program and, in order to thrive and succeed, students will need to be resolute, adaptable, and self-aware. There are often times in life when we face multiple challenges simultaneously (i.e. stressors at work, school, in your personal life, and events in the world around you).

**Writing prompt:**
Please share an example of how you have adjusted to this type of situation in your own life. What skills and/or coping strategies helped you persevere during this time? What did you learn from this experience? How did you grow as a person?

**Word limit: 250 words**

**Question 3**
Genetic counselors work with people of all ages and backgrounds throughout all stages of life. As such, empathy is essential to genetic counseling. To effectively help others, one must be able to
listen without judgement, see the world as the other person sees it, and understand and communicate the other person's feelings.

**Writing prompt:**
In each of the scenarios below, a person is experiencing a different life situation. Choose one of these scenarios. (1) Describe your understanding of what the person might be feeling. (2) If they were talking to you about this, how would you communicate your understanding to them?

**Scenarios**

A. A university graduate has just been offered a job far from home. They haven't yet accepted the job or told their parents about the offer. Their parents have always expected them to remain at home and help manage the family business. Their parents are also getting older and rely daily on their child for help and support.

B. A 62-year-old attorney is retiring at the end of the month. Her first plan is to take an extended trip to visit friends and family she hasn't seen in years. Last week, she was diagnosed with breast cancer. Her town has one of the country's best cancer treatment centers, but her health insurance will change if she retires.

C. A young man is laid off from his job. A few months later, his live-in partner moves out and ends their relationship. He can't afford to pay the rent on his own, and he is rapidly running out of savings.

D. A high school sophomore has recently come out as queer. Some of their friends have been understanding, but many avoid talking to them. Their siblings say they don't have a problem with it and act like nothing has changed. Their parents are urging them to see a counselor to help “fix what's wrong.”

E. A 58-year-old person has just learned their 25-year-old daughter is pregnant. Their daughter and the baby's father have been dating for a few months. He lives in a different city and already has two children, one of whom is less than a year old. The person knows their daughter always wanted to have children, and they themselves assumed they'd be a grandparent someday.

**Word limit: 250 words**

**Relevant Experiences or Coursework**
This part of the application gives you a chance to tell us more about yourself beyond the basic admissions requirements. We've opted for this format, instead of asking you to submit a CV, for a variety of reasons: (1) To help reduce implicit bias in our application reviewers, we redact your name, your GPA and grades, and the names of places where you've done undergraduate or graduate coursework. The variability in length and format of CVs greatly increases the time needed for proper
redaction and for reviewing applications in general. (2) As part of our holistic review process, application reviewers are given rubrics against which to score applications. The variability in length, format, and content of CVs makes it challenging to create a robust rubric. (3) We want you to reflect on, and then tell us about, the experiences and coursework that have most prepared you for a career in genetic counseling.

A wide array of experiences and coursework can help prepare you for a career in genetic counseling. Some may give you insight into the challenges that other people face and help teach you empathy, such as volunteering with crisis hotlines or being involved with advocacy organizations or crisis hotlines. You may have an academic path that gives you a unique perspective. Job shadowing, research, or teaching experience might expose you to aspects of your future career. Using the table in the Supplemental Application form, list the experiences or courses that have most influenced your decision to be a genetic counselor and prepared you to enter this profession.

Here’s some guidance on what to put in each column of this table:

- **Type:** Select the type of experience. There's an “Other” option if any of the listed choices aren't a good fit.
- **Setting:** Describe where you had the experience or took the class (e.g. the name or type of organization).
- **When:** We'd like to know about how long ago you had this experience or class. In what year(s) did this take place?
- **Duration:** This can be approximate. We'd like to know about how long you were involved in this experience. Some experiences (e.g. shadowing) might be short-term, perhaps measured in hours or days. Others, like a job or research, might be longer-term, perhaps measured in months or years.
- **Brief Description:** Tell us a bit about what you did as part of this experience (e.g. duties, responsibilities, activities), or how you were influenced by a class you took. If you have a lot to share about a particular class or experience, consider elaborating in your personal statement and/or short answers.

**It's not necessary to fill in all the lines of this table.**

Note: When completing this table, it may be easier to compose your responses in a word processor and then paste them into the appropriate place in the table. As you enter text into the table only the last part of the text will be visible. Full text will be visible in the PDF that is generated after you click the SUBMIT button at the bottom of the Supplemental Application form.

**Language Proficiency**

Being able to communicate in multiple languages is a skill that can be immensely useful to a genetic counselor. If you’re proficient in any language(s) in addition to English, please list them in the Language Proficiency table in the Supplemental Application. We’re particularly interested in knowing about languages that you know well enough to use effectively in a professional setting.
When completing this table please indicate your level of proficiency in each of the listed language skill categories. Each skill category below is also a link that will take you to the Interagency Language Roundtable (ILR) page for further detail about proficiency levels.

- **Speaking/Signing Proficiency**: Your ability to communicate in this language in real time by speaking/signing.
- **Writing Proficiency**: Your ability to communicate in this language in writing (for languages that have a written component).
- **Listening/Visual Comprehension**: Your ability to understand people speaking/signing in this language in real time.
- **Reading Comprehension**: Your ability to understand the written version of this language (if the language has a written version).

For each language you list, we'd like to know your level of skill in each of these four areas. We're asking for your honest self-assessment; you don't need to provide supporting evidence like test scores for languages other than English. Please choose from the following options, based on the Interagency Language Roundtable scale:

- **Native/Bilingual**: Equivalent to ILR Level 5. Your proficiency in this language is equivalent to that of an educated native user of this language.
- **Full Professional**: Equivalent to ILR Level 4. You're able to use this language fluently in all ways pertinent to your professional work.
- **Minimum Professional**: Equivalent to ILR Level 3. You're generally able to use this language in a professional context, with some significant limitations.
- **Limited**: Equivalent to ILR Level 2. You can use this language in a social context and in a limited way in a work setting.
- **Elementary**: Equivalent to ILR Level 1. You have a very basic grasp of this language for things like minimum courtesy requirements and very simple conversations.
- **Not Applicable**: You have a level of proficiency less than ILR Level 1, or this domain doesn't apply to the language you're describing (e.g. languages that don't have a written version).

**It's okay to leave some (or all) of this table blank.**

**Geographic Limitations**
We understand there may be factors that impact your ability to relocate for genetic counseling graduate school. If you have ties to the Puget Sound area such that you can't move away, please let us know that in the box in the Supplemental Application. **It's okay to leave this field blank.**

**Prerequisite Coursework**
You must complete every field of this table. If you're accepted to the UW GCGP, you'll need to have completed all of the prerequisite coursework with a passing grade before you start the program.
You don't need to have completed every prerequisite course at the time you submit your application.

We require all applicants to complete the following prerequisite coursework:

- One semester or quarter each of Genetics, Biochemistry, Psychology, and Statistics.
- Two semesters or quarters of laboratory coursework.

Completion of these courses will be verified from your transcripts. To ensure that reviewers are able to verify that you've completed each prerequisite course, we ask you to provide the following information:

- Status: Whether you have completed the course, are in progress, or have a specific plan to take it before you would start our program.
- Institution: The name of the institution where you completed the course.
- Term: The term (quarter or semester) and year when you took/will take the course. For example, Spring 2017.
- Course # and Title: The course title as it appears/will appear on your transcript.

We know there are situations that prevent students from focusing only on coursework. Please use the box at the bottom of this page of the Supplemental Application to briefly describe any unusual circumstances that might have kept you from doing your best work in a particular class, or anything else you would like our reviewers to know about your prerequisite coursework.

Completing the entire table is required. The box at the bottom where you can provide additional information is optional.

GPA Context

In the Program Information page of the application, you're asked for your GPA for the last 60 semester or 90 quarter credits from college/university. The University of Washington Graduate School generally requires a GPA of at least 3.0 on a 4-point scale. The UW GCGP will consider applicants with a GPA lower than 3.0. To admit an applicant with a GPA below 3.0, we need to petition the Dean of the Graduate School for approval.

We understand that there may be many factors that impact your GPA. If there's additional context that you'd like us to consider when reviewing your GPA, please provide that information in the box in the Supplemental Application. It's okay to leave this field blank.

Designate Recommendations Page

Choose three (3) people to complete a recommendation on your behalf, and include their contact information in your application. Family members and friends with whom you have no academic or employment relationship aren't eligible. Recommendations will be most powerful if they are current (within the last two years). See www.uwb.edu/careers/recommendation for guidance on choosing and working with your recommenders.
Here are some things to keep in mind:

- **Decide when to add the recommenders to your application:**
  - Requests to recommenders are sent immediately when you click “Save and Continue” on the Recommendation Detail page.
  - Be sure to give your recommenders enough time to submit their recommendations. Applications (including all recommendation letters) are due by **11:59 p.m. Pacific Standard Time, December 8, 2021.**
  - You'll be able to, and you should, log back into your application regularly to check on the status of your recommendations, especially as the deadline approaches.

- **Be sure the email address you enter for the recommenders is correct!**
  - Tell your recommenders to check their spam folders.

- **For Question 9, please choose, “Yes, the system should send an email.”** Do not choose the other option to do recommendations via postal mail.

- **Waiving the right to review your recommendations:** You may answer this however you prefer. Your recommender will see your response, and this may impact their willingness to submit a candid recommendation.

- All recommendations must be in English.

- All recommendations must be submitted online rather than mailed.

Your recommenders will be sent an email requesting that they complete an online form. Tell your recommenders to check their spam folders if they tell you they haven't received it. We will ask them:

- How long and in what capacity they've known you.
- In making this evaluation, what group are they comparing you to?
- How they recommend your admission: strongly recommended/recommended with reservations/not recommended/unable to respond.

They'll also be asked (1) to describe their experience with you and why they think you would be successful in a master's degree program for genetic counseling; (2) what are your strengths; and (3) what you would contribute to the genetic counseling profession. They'll be able to type this directly into the form or upload it as a separate document in Word, PDF, or RTF format with a maximum file size of 2 MB.

**Recommenders should submit all materials online before 11:59 p.m. Pacific Standard Time, December 8, 2021. They should NOT mail hard copies.**

If you learn, prior to December 8, 2021, that one of your recommenders won't make this application deadline for reasons that are beyond your control, please contact us immediately.

**Checklist of Application Materials Page**
There's nothing you need to fill out on this page. It's a good place to check if there are any parts of your application that you still need to complete. You can navigate to each part of the application from this page.
Verify Personal Data Page
This page will show data you previously entered, and give you a chance to make any changes. Please review the data carefully, make any needed updates, and then click the “Verify & Continue” button.

Pay Application Fee Page
You won't be able to complete this page until you've added all required information on other pages.

The last step to your application is to pay your nonrefundable $85.00 application fee or submit the required information if you qualify for a fee waiver.

Application fees must be paid online using a MasterCard or Visa credit or debit card.

Please note that all fee waiver requests should be submitted at least seven (7) days before the application deadline. If your request is approved, you'll receive notification via email, and you'll need to return to your application to complete the verification process. If you don't complete this step, your application will remain unsubmitted and won't be reviewed.

Submit Application Page
Once you've paid your application fee or gotten confirmation of a waiver, please use this page to submit your application.

WHAT HAPPENS NEXT?
We're striving to be transparent about how our admissions process works. We're using a holistic review process, which means we consider all aspects of your application. We're also committed to reducing bias in the process wherever we can.

Here's what will happen after you submit your application:

Eligibility Screening
The first thing we'll do is screen your application to see if it's eligible to be reviewed in our admissions process. Your application won't be reviewed if:

- Your application was submitted after the deadline.
- You don't have (or are not on track to have before you would enroll in our program) the equivalent of a bachelor’s degree.
- You haven't completed, or demonstrated a clear plan to complete before enrollment, one or more of the required prerequisite courses.
- Your application is incomplete (i.e. is missing any of the required elements including recommendations).*
- You haven't demonstrated English language proficiency if English is not a native language for you.*
*If you learn, prior to December 8, 2021 that, for reasons beyond your control, one of your recommenders won't make the application deadline or your English language proficiency test scores will be delayed past the deadline, please contact us immediately.

You may have noted that we mentioned only two of the Graduate School's three Minimum Admissions Requirements in the list above. Although the Graduate School generally requires a minimum GPA of 3.0 on a 4-point scale for the most-recent 60 semester or 90 credit hours, we can petition the Dean to permit us to admit a student whose GPA is lower than this.

Your past academic performance (of which GPA is one element) is something we do consider as part of our admissions process, but we know GPA by itself doesn't tell us very much about whether you would succeed in our program or as a genetic counselor. Therefore, we are NOT using GPA or past academic performance in our eligibility screening, nor will we consider it in the initial review and scoring of applications.

Redaction to Reduce Bias
There can be implicit bias related to your name, your GPA, and the educational institution(s) you've attended. If your application makes it through the eligibility screen described above, the next thing we'll do is redact (hide or remove) these pieces of information to prepare your application for initial review and scoring.

Initial Application Review and Scoring
Your redacted application will be assigned to three reviewers for the initial review. All reviewers will use a rubric to score your application, so we can be as consistent as possible. We also track how each reviewer is scoring all the applications they review, so we can correct for any overarching differences among reviewers.

Selecting Applicants for Interviews
After the initial review and scoring, our Admissions Committee will decide which applicants to invite for interviews. If you're invited to interview, we'll contact you with all of the details you'll need to prepare. Here are a few things to know about our interview process:

- We don't know the exact interview dates yet, but they'll probably be in February and March.
- All interviews will be virtual, whether or not you live in the Seattle area. We want an equitable process for all interviewees.
- Rubrics are also used for the interviews, to help us ensure a consistent and fair process.
- Interviews are a two-way street—you'll have a chance to ask us questions, too!

Creating Our Rank Order List
After the interviews are complete, our Admissions Committee will use all the information we've learned to decide which applicants we'll include on our Rank Order List and the order in which those applicants will appear. We'll submit our Rank Order List to the National Matching Service by April 13, 2022, which is the same deadline that you'll have to submit your Rank Order List of programs.
THANK YOU!
We know applying to genetic counseling training programs is a lot of work. Even reading all of these instructions was a significant undertaking! Thank you for all of the thought and effort you are investing into applying to our program.

We’re expecting a lot of applications, so we know there are many of you we won’t get to meet in interviews. We wish you well in preparing your application. Please let us know if we can help you navigate the process.