I have no outside relationships with industry. I do not serve as the PI on any industry supported research projects.
Introductions

- Pamela Beatty Cupitt, ERAS and NRMP Administrator
- Barbara Sharp, ERAS Coordinator
Career Seminars and Drop In Sessions…

- Career Selection I – August 16, 2019
- Career Selection II and Residency Match Preparation – FCA breakouts (*Today’s Session*)
- Residency Application
  - April 8, 2020 (CV and Personal Statement)
  - July/August 2020 (Drop In Sessions: ERAS Application Questions)
- Residency Interviewing – September 2020
- Preparing the Rank List – January 2021
Today’s Format

- 3:15 – 4:00 pm
  - Career Decision Making and Components of Residency Application Process
- 4:00 – 4:10 pm
  - Questions
- 4:10 – 4:35 pm
  - Breakout Session A with Faculty Career Advisors
- 4:35 – 5:00 pm
  - Breakout Session B with Faculty Career Advisors
Match Preparation Timeline

- **AUG SEP OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEP 15-Sep**
  - **M-3 YEAR**
  - **M-4 YEAR**

- **Career Decision Making**
- **Faculty Career Advisor Meetings**
- **LOR Writers Are Volunteering/or You Are Asking**
  - reconnect mid-Jul
- **CV and Personal Statement**
- **ERAS Application Cycle**
  - ERAS Submission
Career Exploration

- Overview: Career Exploration
  - Talk with faculty in your specialties of interest
  - Meet with your House Counselor or me for unique situations, concerns, or career questions

- Specifics: Faculty Career Advisor meetings and selection
  FCAs are listed on the Med Students Gateway by specialty:
  [http://medstudents.medicine.umich.edu/student-support/career-development/faculty-career-advisors](http://medstudents.medicine.umich.edu/student-support/career-development/faculty-career-advisors)
  Student Support → Faculty Advisors
  - Conversations about specialties and your competitiveness
Helpful to bring CV and Personal Statement to FCA meetings

CV: Expect it to be relatively brief (about two pages for many students)

Personal Statements: A one page essay that describes your motivation, qualifications, expectations, and special attributes for residency training in your chosen field
Letters of Recommendation

- **Who do you ask?**
  - Faculty members who know you well, and can write a supportive letter that praises clinical skills and unique strengths
  - Senior faculty who are recognized in their field may have more clout, especially in smaller fields

- **How many?**
  - ERAS allows **four** letters to be sent per program
  - **3 or 4** - at least two from your selected field
  - A “chair’s” letter is necessary in some fields and counts as one of the “3 or 4” LORs
Characteristics of Good Letters

- Address clinical skills, fund of knowledge, professionalism, and any outstanding or unique characteristics
- Research mentors, basic science faculty, bosses from previous work, etc., **not** highly desirable letter writers unless a unique situation or MSTP mentor
- Remember some of you will be applying to 2 different specialties - need to clarify with letter writers
Letters of Recommendation

- Meet with the faculty member (briefly) and provide the faculty member with:
  - CV, personal statement
  - Grades and perhaps clinical comments
  - Step scores when available
- Do not ask for extra faculty letters
- OMSE Deans or staff cannot review and select the best letters for you
- You will be waiving the right to see your letters
Thinking Way Ahead: USMLE Step 2 Exams

- All students are required to schedule Step 2 exams by June 1\textsuperscript{st} and to take Step 2 exams before October 1\textsuperscript{st}
  - Recommend taking Step 2 early
  - Some programs want Step 2 scores early in their assessment process
  - \textbf{Schedule CS early, spots fill up!}

- Programs will likely want/require Step 2 CS score prior to including you on their Rank Order List (ROL) in February 2021

- Take CCA first, before taking Step 2 CS
Who are Faculty Career Advisors?

- Faculty with strong medical student interest who are screened, oriented, and best able to provide tailored career advice. Listed by specialty:
  - [http://medstudents.medicine.umich.edu/student-support/career-development/faculty-career-advisors](http://medstudents.medicine.umich.edu/student-support/career-development/faculty-career-advisors)

- Schedule initial meeting(s) with FCA(s) by February or March of 2020
  - Provide your information: grades, drafts of CV, personal statement, Step 1 score (when available)
  - Plan on meeting periodically throughout the Branches
Register for Step 2 exams by June 1st, however, try to schedule much earlier for preferred dates/sites

Finish exploration rotations

Complete CV and Personal Statement

Formally ask 3-4 faculty for letters of recommendation

Read about specific residency programs

Dean’s Letter Appointment – sign-up in mid April
Overview of 2020-2021 Time Frames

- **September – November**
  - Submit ERAS (Residency Application) **9/15/2020**
  - Register for NRMP (The Match)
  - Take Step 2 exams by October 1, 2020 Deadline

- **October - January**
  - Interview Months

- **January - February**
  - Develop and enter Rank Order List online via NRMP

- **March**
  - Match Day – **March 18, 2021!**

- **May**
  - Graduation – **Friday, May 14, 2021!**
Early Match Disciplines

- **Urology** (Uses ERAS to transmit application materials to programs: read information at link below)
  
  [https://www.auanet.org/education/residency.cfm](https://www.auanet.org/education/residency.cfm)


- **Military**

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Moves the process up by about 6-8 weeks - so need to know about programs sooner - work with Faculty Career Advisor (FCA)
Couples Matching

- Any 2 qualified applicants can couples match
- NRMP relies on applicants to ensure accuracy of their rank order list
- 2019 – Nationally 95% success rate of couples matching
Making the Final Decision

- **Fine** to be undecided now, **BUT** start doing your homework:
  - Meet with FCA’s
  - Gather information to update your CV
- Explore, and get ready - this needs to be an active process during coming months, especially if you are currently undecided!
Make the most informed choice you can

- Occasionally residents leave their initial residency and change specialties
- Rarely physicians change specialty within 5 years of completing training
- GME funding for those who switch residencies or do a 2\textsuperscript{nd} residency is limited – choose wisely now
Decision Guidelines vs Deadlines

- June - July 2020 narrow your options to 2 specialties.
- The Branches allow for great opportunities to explore different career electives. Pay attention to ALL deadlines in order to make any schedule changes.
- Waiting to decide beyond August will hurt chances for interviews and matching.
About Your Schedule

- You will have enough time and the opportunity to make a good decision
- Away or “audition” rotations are NOT standard, required, or expected for most fields
- Away rotations may be beneficial in highly competitive specialties or if you have major restrictions…
- Necessary Branch schedule changes are possible, but must adhere to deadlines
“Parallel” Planning

- AAMC’s term for a process to dual apply
  - More work, but increases chances of matching if desired specialty is a reach for an applicant
  - 14 UMMS students dual applied for the 2019 cycle
Adding a Year

- Research Year to Improve Competitiveness
  - No guarantees
  - Each situation is unique
  - Publications as a tangible product
  - FCA will help guide your decision
Specialty Competitiveness

- **Especially:** Dermatology, General Surgery, Neurosurgery, Ophthalmology, Orthopaedics, Otolaryngology, Plastic Surgery, Radiation Oncology, Urology

- **Moderately:** Anesthesiology, Emergency Medicine, Obstetrics and Gynecology, Radiology

- All other fields - overall less competitive except for certain programs or locations
How to Estimate Your Competitiveness

- Provide your “data” to a Faculty Career Advisor, or OMSE Dean, and ask for a candid response
  - Grades, CV, Step 1 score (when available)
    Work/research/service/leadership experiences
- Do not base competitiveness on comments from faculty or residents who have worked with you clinically but are NOT FCA’s and don’t know your data
- Ask tough questions
- Be prepared for tough answers
On the Other Hand…
Don’t Sell Yourself Short

- Some of you will underestimate your competitiveness
- Don’t exclude a field that you’re interested in without talking to FCA’s
The Residency Match

- Electronic Residency Application Service (ERAS)
- National Residency Matching Program (NRMP)
  - You must register for both, first ERAS then NRMP
  - We will *remind* you of approaching deadlines
Job Qualifications - You Are Well Prepared

- UMMS applicants rated highly nationally by residency program directors
- You will be highly regarded - use it to your advantage
Strategic Career Counseling

- Helps put your best foot forward from the beginning
  - Close contact with FCA’s
  - Meetings with the Student Services Assistant Dean and/or House Counselors
  - Development of an acceptable parallel plan
  - Review number of applications, interviews, and rank list
- Individualized assistance for students who are at risk for not matching
  - Goal – identify specialties and programs where there are good chances for successful matches
Do You Need Extra Help?

YES, if any of these apply

- USMLE score of < 205 or Step I failure for any field
- Academic performance (P>HP>H) and/or USMLE Step I <240 when applying in an especially competitive match field
- All or almost all “passes” for any field or failure in any clerkship
- Late decision and application (after September 15th)
- Applying in more than one field
- Narrow regional restriction for applications
- Couples match
- There is something in your history or comments that may raise a “red flag”; prolonged LOA(s) for personal reasons, professionalism concerns
How To Get Extra Help

- Use your FCA(s) for assessment of your competitiveness for a specific field and any steps you can take now to improve your competitiveness

- Schedule an appointment with your House Counselor or the Assistant Dean for Student Services *well before* you apply

- Use your Dean’s letter session to briefly discuss concerns
Need More Help?

- Talk to M4s who are in the match process this year
- Come see us in Student Services
- Check out AAMC CiM, NRMP, FREIDA websites
- Talk to faculty
- Read! Reflect!
Office of Student Services
Career Resources

- Tamara Gay, MD appointments: Charlotte Wojcik, 763-3772, email wojcikc@umich.edu
- Barbara Sharp, ERAS Coordinator, 763-2380, email: bajeshar@umich.edu
- Pamela Beatty Cupitt, MLS, Administrative Manager, 936-3697, email: pcupitt@umich.edu

House Counselors:
- Tu’Rone Elliott, MS, LPC: tmelliot@med.umich.edu
- Eric Middleton, PhD: emiddle@med.umich.edu
- Christine Neejer, PhD: cneejer@med.umich.edu
- Amy Tschirhart, MA, LPC: awtsch@med.umich.edu

Residency & Match Assistance Website:
http://medstudents.medicine.umich.edu/student-support/residency-resources
Career Resources

- AAMC Publication: Roadmap to Residency –
  - Available on Canvas under Residency Resources
- Book - Getting into a Residency, 8th ed.
  - Kenneth V. Iserson, Galen Press
- AAMC Careers in Medicine: [www.aamc.org/cim/](http://www.aamc.org/cim/)
  - Enter your AAMC user name and password. (Same logon ID used to access the ERAS program)
  - Many specialty websites via FREIDA and CiM
- Journals - Provide knowledge of current specialty issues
## FCA’s Attending Today’s Session

<table>
<thead>
<tr>
<th>Specialty / Lecture Hall</th>
<th>FCA</th>
<th>E-Mail Address</th>
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<tbody>
<tr>
<td>Anesthesiology / WLH</td>
<td>Rebecca Hong, MD</td>
<td><a href="mailto:rebhong@umich.edu">rebhong@umich.edu</a></td>
</tr>
<tr>
<td></td>
<td>Brian Woodcock, MD</td>
<td><a href="mailto:bwudcock@umich.edu">bwudcock@umich.edu</a></td>
</tr>
<tr>
<td>Dermatology / WLH</td>
<td>Tom Raisanen, MD</td>
<td><a href="mailto:raisanto@umich.edu">raisanto@umich.edu</a></td>
</tr>
<tr>
<td>Emergency Medicine / WLH</td>
<td>Laura Hopson, MD</td>
<td><a href="mailto:lhopson@umich.edu">lhopson@umich.edu</a></td>
</tr>
<tr>
<td>Family Medicine / WLH</td>
<td>Joel Heidelbaugh, MD</td>
<td><a href="mailto:jheidel@umich.edu">jheidel@umich.edu</a></td>
</tr>
<tr>
<td></td>
<td>Kent Sheets, PhD</td>
<td><a href="mailto:ksheets@umich.edu">ksheets@umich.edu</a></td>
</tr>
<tr>
<td>Internal Medicine / NLH</td>
<td>Cyril Grum, MD</td>
<td><a href="mailto:grum@umich.edu">grum@umich.edu</a></td>
</tr>
<tr>
<td>Medicine-Pediatrics / NLH</td>
<td>Michael Lukela, MD</td>
<td><a href="mailto:mlukela@umich.edu">mlukela@umich.edu</a></td>
</tr>
<tr>
<td>Neurology / WLH</td>
<td>Douglas Gelb, MD, PhD</td>
<td><a href="mailto:dgelb@umich.edu">dgelb@umich.edu</a></td>
</tr>
<tr>
<td></td>
<td>Linda Selwa, MD</td>
<td><a href="mailto:lmselwa@umich.edu">lmselwa@umich.edu</a></td>
</tr>
<tr>
<td>Neurosurgery / NLH</td>
<td>Jason Heth, MD</td>
<td><a href="mailto:jheth@umich.edu">jheth@umich.edu</a></td>
</tr>
<tr>
<td>Obstetrics/Gynecology / WLH</td>
<td>Samantha Kempner, MD</td>
<td><a href="mailto:skempner@umich.edu">skempner@umich.edu</a></td>
</tr>
<tr>
<td>Ophthalmology / WLH</td>
<td>Monte Del Monte, MD</td>
<td><a href="mailto:madm@umich.edu">madm@umich.edu</a></td>
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<tr>
<td></td>
<td>Angela Elam, MD</td>
<td><a href="mailto:aelam@umich.edu">aelam@umich.edu</a></td>
</tr>
<tr>
<td></td>
<td>Ariane Kaplan, MD</td>
<td><a href="mailto:arianek@umich.edu">arianek@umich.edu</a></td>
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<td>Eileen Crawford, MD</td>
<td><a href="mailto:ceileen@umich.edu">ceileen@umich.edu</a></td>
</tr>
<tr>
<td>Otolaryngology / WLH</td>
<td>Mark Prince, MD</td>
<td><a href="mailto:mepp@umich.edu">mepp@umich.edu</a></td>
</tr>
<tr>
<td>Pathology / NLH</td>
<td>Kristine Konopka, MD</td>
<td><a href="mailto:krkonopk@umich.edu">krkonopk@umich.edu</a></td>
</tr>
<tr>
<td>Pediatrics / NLH</td>
<td>Jocelyn Schiller, MD</td>
<td><a href="mailto:johuang@umich.edu">johuang@umich.edu</a></td>
</tr>
<tr>
<td>P M &amp; R / WLH</td>
<td>Mahmood Gharib, MD</td>
<td><a href="mailto:mgharib@umich.edu">mgharib@umich.edu</a></td>
</tr>
<tr>
<td>Plastic Surgery / NLH</td>
<td>Jeffrey Kozlow, MD</td>
<td><a href="mailto:jkozlow@umich.edu">jkozlow@umich.edu</a></td>
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<td>Psychiatry / WLH</td>
<td>Michael Jibson, MD, PhD</td>
<td><a href="mailto:mdjibson@umich.edu">mdjibson@umich.edu</a></td>
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<td>Radiation Oncology / NLH</td>
<td>Michelle Kim, MD</td>
<td><a href="mailto:michekim@umich.edu">michekim@umich.edu</a></td>
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<td>Radiology / NLH</td>
<td>Katherine Klein, MD</td>
<td><a href="mailto:kleink@umich.edu">kleink@umich.edu</a></td>
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<tr>
<td>Surgery / NLH</td>
<td>Michael Englesbe, MD</td>
<td><a href="mailto:englesbe@umich.edu">englesbe@umich.edu</a></td>
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<td></td>
<td>Jonathan Finks, MD</td>
<td><a href="mailto:jfinks@umich.edu">jfinks@umich.edu</a></td>
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<td></td>
<td>David Hughes, MD</td>
<td><a href="mailto:davhughe@umich.edu">davhughe@umich.edu</a></td>
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<tr>
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<td>Rishindra Reddy, MD</td>
<td><a href="mailto:reddyrm@umich.edu">reddyrm@umich.edu</a></td>
</tr>
<tr>
<td>Thoracic Surgery / NLH</td>
<td>Andrew Chang, MD</td>
<td><a href="mailto:andrwchg@umich.edu">andrwchg@umich.edu</a></td>
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<tr>
<td>Urology / WLH</td>
<td>Anne Pelletier Cameron, MD</td>
<td><a href="mailto:annepell@umich.edu">annepell@umich.edu</a></td>
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## Break Out Sessions with Faculty

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