75% of medical students

Change their minds about their specialty choice from when they enter to their M4 year
Today, we’re going to . . .

- Focus on the **process** of career choice decision-making
- Show you the importance of being proactive in initiating and continuing this process
- Stress the need for “Ownership” in this process
- Review the timeline in the Career Connection pamphlet
Your homework

• Visit AAMC Careers in Medicine website.
  • www.aamc.org/cim
  • www.aamc.org/students/cim
• Get to know yourself by completing the self-assessment sections on the site.
• Visit UT’s Careers Connections website:
  www.uthsc.edu/medicine/students

Keep the pamphlet and timeline handy
Getting into Medical School

– Knew what you wanted
– Advised how to do it
– If you didn’t get in the first time, you improved your application and tried a second time
– And maybe a third time

– And now in, you will likely graduate with an M.D.
Getting into Residency

• More like going from High School to College
• Spent HS years studying, taking AP classes, taking the SAT/ACT.
• Improved profile with leadership and service and essays
• Contacted people through legacies
• And applied to ‘sure-things’ and ‘reaches’
And despite all of this effort

- The ‘Harvards’ and the ‘Yales’ turn down thousands of high school students every year who have a perfect score on the SAT.
- And nothing you can do about it
- And you have to settle for another college

- But there is no question- you are going to college
Your Future

- You always knew you wanted to do orthopedics or dermatology.
- You work hard during medical school and try to do everything right.
- Your board scores are above average.
- But the number of residency slots is limited, a lot of people apply and you don’t match up to these “Ivy League requirements”
And just like college

- You have to do a residency (or you don’t practice medicine)

- **Unlike college**, you have in reality one shot to get it right

- We are here to help you get it right
More to be anxious about

• 2013- more students entering the match process

• 2016- largest graduating medical school class ever

• Students are failing to get residencies in their desired specialty
Career Connections

- Information
- Resources
- Assistance
To make a valid decision

• You must “Know Thyself!”
• Hardest part of the process
• You must now determine your “own” goals
  – Up until now, someone else has always set up your goals –
    • Undergraduate school application
    • Exam content and timing
    • Med school applications and deadlines
  – You must now envision “real” future goals – not just deferred gratification
Examples

• “I want to be a surgeon” – but your friend reminds you that you hate being up at night

• “My dad is a radiologist” – be careful that you are making a decision for yourself

• “I like kids” – Pediatrics? or maybe you should have some kids of my own

• “I have so much debt” – so, you say ‘no’ to Primary Care
CiM exercises

www.aamc.org/cim

Think about it

Know yourself

Values

Specialty profile preferences

Hopefully reviewed with your faculty advisor
You will all make money

Financial Literacy

• Sessions in the near future to offer some guidance
• You will make money- regardless of the specialty you chose
• Choosing a most lucrative specialty because of debt may be unfulfilling
• ACA and the future- who knows?
‘Lifestyle’

• On everyone’s mind
• But what does that really mean to you
• All doctors work hard
• Some specialties allow for ‘shift work’
• All doctors have families
• No specialty will allow for 3 days a week, 8 hours a day and retirement by age 35.
Reality Check
as an M1/M2 and after Step 1

- There are super-competitive specialties that require the highest of grades and Step scores
- Research may be an implied requirement also
- Be realistic about your candidacy and your willingness to work for this goal
Super competitive specialties

- Few spots
- Many candidates
- Nothing personal - just a numbers game
- Risk for being unmatched to a residency in March of your senior year
- A downer
Super-competitive specialties

- Orthopedics
- Urology
- Neurosurgery
- Dermatology
- Ophthalmology
- Otolaryngology
- Plastic Surgery

Radiation Oncology
The Rest are Competitive Specialties

(In that we have students at UT who wish to get there but did not match)

- Radiology  Anesthesia
- General Surgery  Med/Peds
- Emergency Medicine  Pediatrics
- Pathology  Internal Medicine
- Ob/Gyn  Family Medicine
Those less competitive

- But who knows what the future will bring
- Psychiatry
- Family Medicine
- Neurology
- Child neurology
Resources to help with the process

• CiM website
  – (AAMC and UT Student Affairs)
• Faculty advisors- M1/M2 years
• Clerkship directors- M3/M4 years
• Specialty advisors- M3/M4
• Student affairs office
  
  http://www.nrmp.org/match-data
Figure 1  Applicants and 1st Year Positions in The Match, 1952 - 2014

- **Total Applicants**
- **Total PGY-1 Positions**

![Graph showing total applicants and positions from 1952 to 2014](image-url)
Figure 4  PGY-1 Match Rates by Applicant Type, 1982 - 2014

Percent Matched

100%

U.S. Seniors

75%

Others

50%

U.S. IMGs

25%

Non-U.S. IMGs

0%

And if you do not match?

The SOAP
Supplemental Offer and Acceptance Program

Reapply electronically to open programs
In rounds of Match Week

“OK, I have a second chance, right?”
13,546 SOAP-Eligible Applicants

- US Senior: 1,816
- US Grad: 1,075
- US IMG: 3,549
- Osteo: 884
- IMG: 6,172
- Other: 50

NRMP
National Resident Matching Programs
Preferences of Unmatched Seniors and Available SOAP Positions

- Orthopaedic Surgery: 142
- General Surgery: 101
- Emergency Medicine: 73
- Internal Medicine: 63
- Otolaryngology: 45
- Obstetrics-Gynecology: 39
- Family Medicine: 29
- Pediatrics: 22
- Anesthesiology: 26
- Physical Medicine & Rehab: 16
- Psychiatry: 15
- Radiation Oncology: 16
- Radiology-Diagnostic: 15
- Pathology: 12
- Dermatology: 12
- Plastic Surgery: 11
- Neurology: 6
- Internal Medicine (preliminary): 4
- Surgery-Preliminary (POY-1 Only): 2

Legend:
- Preferred Specialty
- Available Positions
<table>
<thead>
<tr>
<th>Applicant Type</th>
<th>2014</th>
<th>2013</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Eligible Applicants</td>
<td>Positions Accepted</td>
<td>Unique Applicants Accepting Positions</td>
</tr>
<tr>
<td>Seniors of U.S. Allopathic Medical Schools</td>
<td>2,050</td>
<td>609</td>
<td>583</td>
</tr>
<tr>
<td>Previous Graduates of U.S. Allopathic Medical Schools</td>
<td>1,025</td>
<td>99</td>
<td>98</td>
</tr>
<tr>
<td>U.S. Citizen Students/Graduates of International Medical Schools</td>
<td>3,724</td>
<td>95</td>
<td>94</td>
</tr>
<tr>
<td>Non-U.S. Citizen Students/Graduates of International Medical Schools</td>
<td>5,688</td>
<td>81</td>
<td>80</td>
</tr>
<tr>
<td>Students/Graduates of Osteopathic Medical Schools</td>
<td>752</td>
<td>114</td>
<td>113</td>
</tr>
<tr>
<td>Students/Graduates of Canadian Medical Schools</td>
<td>12</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Students/Graduates of Fifth Pathway Programs</td>
<td>25</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>13,276</td>
<td>998</td>
<td>968</td>
</tr>
</tbody>
</table>

* Revised
UT Career Connections webpages

• Specialty pages

http://www.uthsc.edu/Medicine/students/cim/specialties.php
  – Anesthesiology to Urology
  – Faculty members’ contact information
  – Information on competitiveness

• Student Interest Groups

• Research pages
UT Example (1)

Applied for a super-competitive specialty;
given advice from chair and specialty advisor;
Board score not at national average
Grades at mean
But a lot of extra-curriculars
Nice guy- assumed his personality
would get him in
Got one interview
Failed to match
Example (2)

- Wanted to do a primary care field.
- Board failures
- Advised by chair here would have hard time matching
- Failed to match
Example (3)

• Wanted to do a primary care field

• Average grades, board scores

• Performed terribly while on the clerkship in that field

• Failed to match
Class 2013

• 11% of class failed to match

• National average of failure to match 11%

• All but 2 students had a job July 2013 through SOAP process post match
Took action for class of 2014!
Better prepare our student-applicants

As an M3- choose a specialty advisor

• This was mandatory for Class of 2015 and beyond
• At least by January of M3 year.
• Encourage student to have some idea
  – Meet one on one
  – Discuss competitiveness
  – Discuss M4 electives
  – Need for research, plan for away rotations, how to improve profile
Better prepare our student-applicants for the Match

- Several sessions existed
- Rearrange when and how to give - earlier

- Preparing credentials (CV, personal statement): now online as a podcast
- Mechanics of ERAS: M3 year
- Interview skills (new)
- How to rank: On line for M4s
‘Right-sizing’

- Students who apply for competitive specialties must have the credentials and have back-up plans.

- Students who have had academic failures may not be competitive for even some primary care specialties. Choose programs wisely and apply to many.

- But this is a free country. And you medical students are a head-strong lot.
Specialty Advisor
2015: Mandatory

• The class of 2014 had a lot of anxiety (appropriately)

• 85% met with a specialty advisor (optional)

• Were smart about applying to a lot of programs when appropriate with a wide variety of competitiveness

• Understood ranking

• Understood ramifications of couples’ matching
SPECIALTY CHOICE REVIEW FORM

Student Name: ____________________________

Date of meeting: __________

Specialty Choice: _____________________________________

Other specialty thoughts: (second choices):
____________________________________________________________________________________________

Specialty Advisor: _____________________________________

Step 1 Score_______ Failures Y /N   GPA: _______

Plan for M4 electives in specialty choice (UT and ‘aways’)

<table>
<thead>
<tr>
<th>Course description</th>
<th>Location</th>
<th>Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
How can this student improve his/her chances of matching?
No further recommendations/ student a good fit for specialty

Research

Seek less competitive programs in chosen field

Fourth-year elective at UT in this specialty

Away rotations in the specialty

Rank preliminary year in chosen field

Have another less competitive specialty as a back up

Consider another specialty

Discuss options further with Dean of Students
Paid off: 2014 Match

- Of 161 students, 9 didn’t match (5.6%)
- 3 Ob-Gyn * (one was a surprise)
- 1 Urology (a surprise)
- 1 Ophthalmology
- 1 Medicine * (couples matching)
- 1 Radiology
- 2 had PGY1 but no PGY2 position
At the end of Match week

• No where to go
  – One Ob-Gyn (ended up in a prelim medicine position)
  – One Radiology (doing research in radiology)

• Rest found a place and are happy
The Difference

• One-on-One counseling about specialty choice

• My office in their face

• Anxious Class

• Downside to a successful match for Class of 2015?
You should **not** be worried if-

- You are realistic and flexible
- You are vigilant about the career-decision making
- If you meant what you said when you interviewed—‘I just want to help people’
Summary

• Start thinking

• Be proactive about achieving your goal

• Student interest groups, career exploration

• Many sessions with you over the 4 years

• Listen out for emails from my office

• Meet up with me, Dean Maish (a surgeon) or Dean Womack (an internist)
Next up

- Meet at least one more time in Jan/Feb with peer-mentor group
- Match 102: January to discuss summer plans
- Speed dating: tonight - BE THERE!
- M2 panel: January/February
- Research NIH opportunities: February
I am available to talk

- ophillip@uthsc.edu
- Deb Hester
- 448-5531
- dhester@uthsc.edu
New issues for the class

- OSR representatives - very important for my office
New issues for the class

• Scrubs for each of you.

• The chancellor wants M1s (and M2s) to wear scrubs to class

• He is willing to pay for 3 pairs

• Old issue - will not go away
Scrubs

• Either
  – Wear scrubs (approved set)
  – OR
  – Wear business casual cloths

  – Today
  – Pick out a color
  – Later size selection
Colors

- Navy
- Black
- Gray
- Royal Blue
- Wine
Using your summer

• Grades and scores are still top in getting a residency
• But research may give a student an edge in certain competitive specialties
• Going abroad for service (CIAO)
• Working or shadowing
• Or doing nothing: travel