

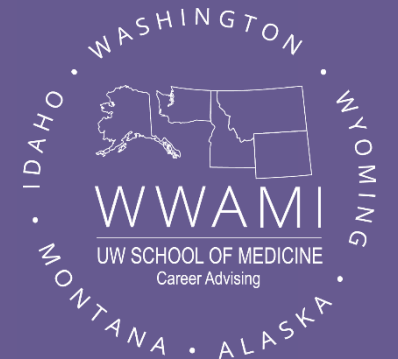
# Preparing Students for Competitive Residency Application

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Linh Ngo – She/Her/Hers

Career Advisor for MT, AK & Seattle Foundation Sites

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# OVERVIEW

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WWAMI Career Advising System

Milestones & Touchpoints

Key Resources

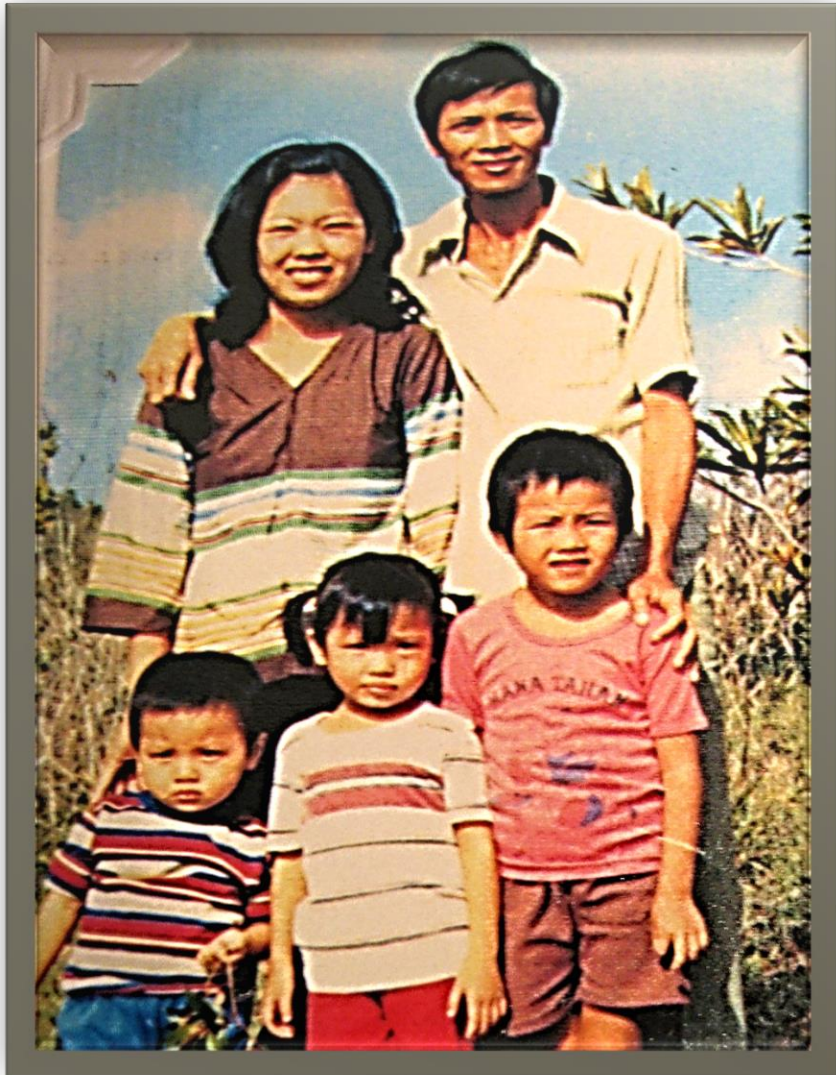
Messaging in a Time of Shifting Metrics

Road to Residency Programming



# Linh Ngo (she/her): Montana, Alaska & Seattle College Career Advisor

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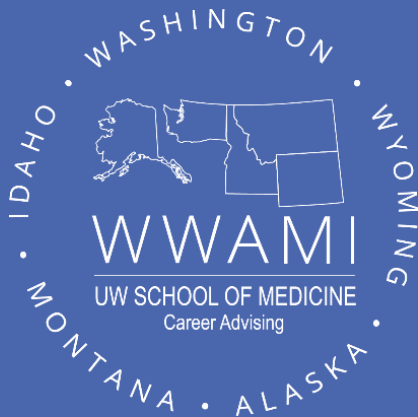


- ❖ Refugee from Vietnam
- ❖ First-Generation College graduate
  - BA in Business at UW
  - MSW at UChicago
- ❖ 12 y.o. Daughter
- ❖ Weight lifting
- ❖ My work is motivated by sharing hope and helping others find purpose

# Grounded in MT WWAMI Vision & Program Goals

- **Vision:** Improving the health of Montanans by educating future physicians dedicated to providing care for communities across the state.
- **WWAMI Medical Education Program Goal #2:** To encourage graduates to choose careers in primary care medicine and to locate their practices in underserved areas of the Northwest.

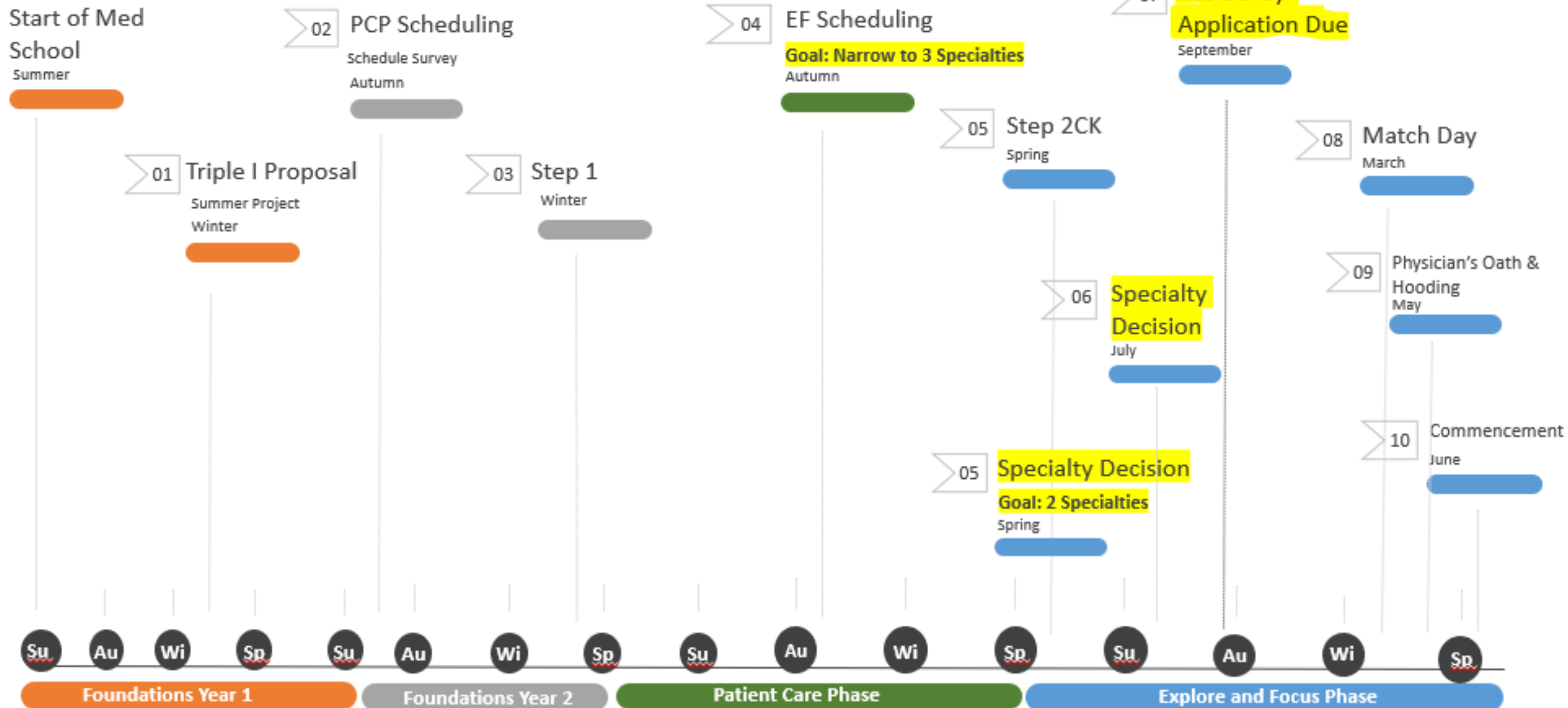
# WWAMI Career Advising System



COLLEGE FACULTY	GENERAL CAREER ADVISOR	SPECIALTY CAREER ADVISOR
<p>Early career guidance</p> <p>Sounding board for career exploration</p> <p>Professional development support</p> <p>Connections to other physicians and senior students</p> <p>Resources &amp; referrals</p>	<p>Career planning support</p> <p>Advice for exploring career interests</p> <p>4th-year career planning guidance</p> <p>Career &amp; specialty decision-making support</p> <p>Residency application &amp; interview prep</p> <p>Resources, referrals &amp; connections</p>	<p>Specialty-specific advising</p> <p>4th-year specialty planning</p> <p>Assess level of competitiveness in the match</p> <p>Residency application strategy &amp; program advice</p>

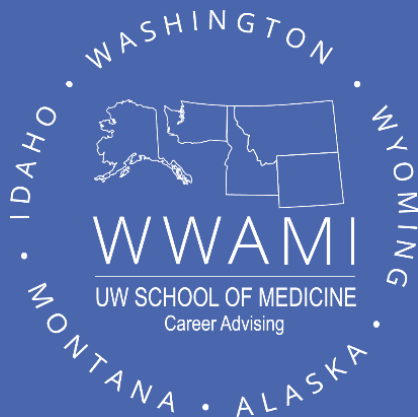
<https://education.uwmedicine.org/career-advising/meet-with-advising/support-team/>

# Career Planning Milestones





# Career Advising Services: MS<sub>1</sub> & MS<sub>2</sub> Touchpoints



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## MS<sub>1</sub>s

- Summer MS<sub>1</sub> Orientation Presentation
- Fall MS<sub>1</sub> Career Planning Group Session
- Winter-Spring 1:1 Meetings
- **Outcome:** AAMC Careers in Medicine Self-Assessments & Review of Specialty Guides

## MS<sub>2</sub>s

- Fall MS<sub>2</sub> Career Planning Group
- Fall-Spring 1-1 Check-Ins & Elective Block Planning
- Winter Transition to Clerkships & Road to Residency video series
- Winter-Spring CV Group Reviews
- **Outcome:** Updated CV

# Key Resources:

Career Advising Website &  
NRMP Program Director Survey



# MS1-MS4 Career Planning Timeline & Tasks

[education.uwmedicine.org/career-advising/choosing-a-career/timeline/](https://education.uwmedicine.org/career-advising/choosing-a-career/timeline/)

## Exploration Timeline by Phase

+ Career Planning Milestones

- Foundations Year 1: Autumn

Task	Additional Information
Adjust to medical school	This is your #1 priority; everything else comes second
Develop a relationship with your College Mentor	Begin exploring your career questions and goals
Read <b>Explore Your Career</b> to understand the career and specialty exploration process	Watch <b>this short video</b> to hear Dr. Maya Sardesai, Assistant Dean, provide her perspective on exploring your career
Begin to familiarize yourself with the <b>UWSOM Specialty Guides</b>	Review the opening Overview and Foundations Phase sections to begin to understand each specialty and the road to residency
Attend <b>specialty interest groups</b> to gain exposure to a variety of career fields	Recordings of career exploration videos are available in the <b>Career Advising Video Library</b>
As you begin to think about extracurricular activities, <b>watch this short video</b> to hear Assistant Dean Dr. Sardesai's perspective	
Consider a <b>leadership position for an interest group or other student organization</b>	
Participate in a <b>Student-Alumni Informational Discussion (SAID)</b> , hosted by UWSOM Alumni Office	Alumni host a small group of students over Zoom or in person for lively conversations about professional practice, residency, work-life balance and whatever else is on students' minds. Discussions are offered Oct. - Dec.
Engage in <b>extracurricular activities such as service learning and volunteering</b>	This does not have to occur during the first quarter of Foundations; settling into medical school is your #1 priority
Consider a <b>Pathway</b>	
Explore summer <b>Triple I selectives</b> by attending orientation sessions	Watch <b>this short video</b> to hear guidance on how to navigate research during Foundations and in preparation for residency.

Specialty  
Career  
Advisors' (SCA)  
Advice on  
Extracurriculars

## UWSOM [Specialty Guides](#)

### EMERGENCY MEDICINE

- + [Emergency Medicine Overview](#)
- + [You May Like Emergency Medicine If...](#)
- + [Familiarize Yourself With This Specialty](#)
- + [Professional Societies and Organizations in this Specialty](#)
- + [Specialty Panel Recordings](#)
- + [National Characteristics of Entering Emergency Medicine Residents](#)

### Foundations Phase: Exploration

- + [Advice for MS1/2s Exploring this Specialty](#)
- + [Extracurriculars](#)

# UWSOM [Specialty Guides](#)

## Internal Medicine

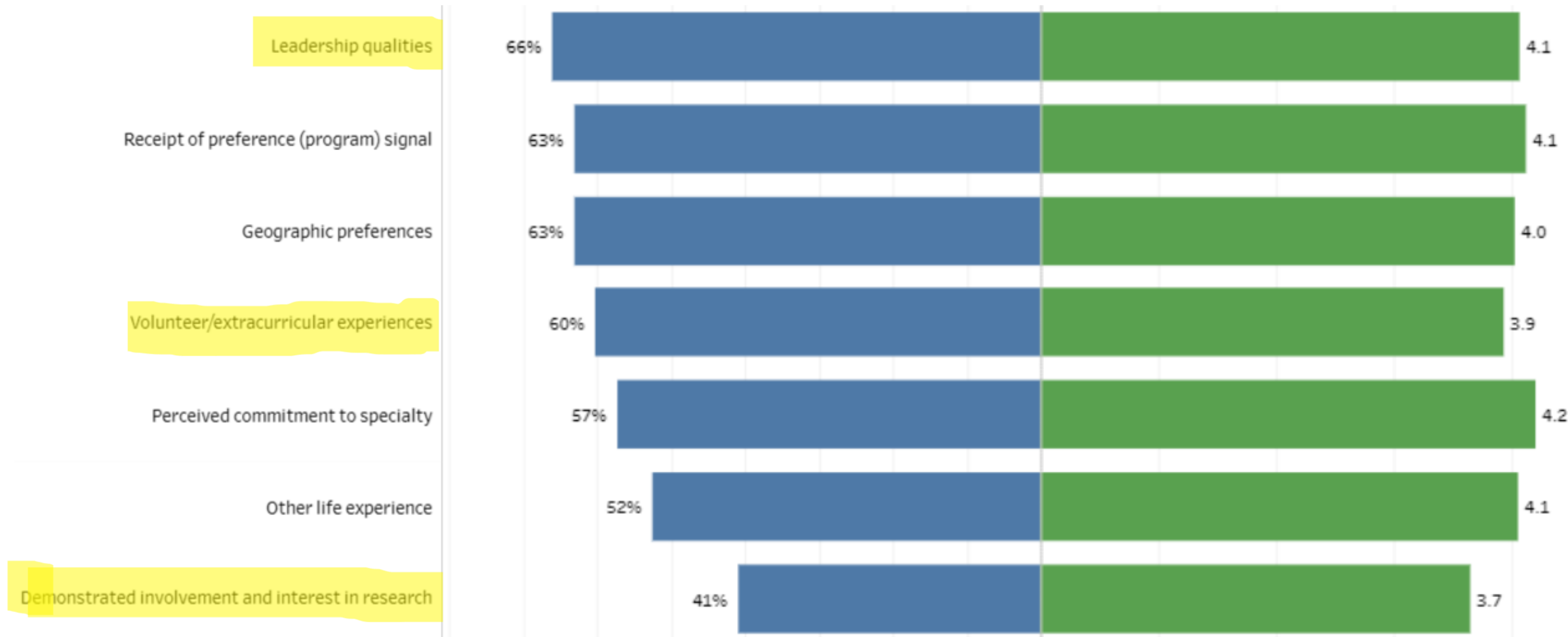
### SCAs' Scale of Importance of Medical School Activities

	5 Highly Important	4	3	2	1 Less Important
Having a Step 2CK score above 248			•		
Leadership involvement			•		
Volunteer & community service involvement				•	
Demonstrated interest in practicing in a rural or underserved community		•			
Express a strong interest in academic medicine			•		
Demonstrated interest & involvement in research in general				•	
Demonstrated interest & involvement in research in this specialty				•	

# Importance of Leadership, Research & Volunteer Experiences

[2024 NRMP Program Director Survey](#)

## Internal Medicine



# Messaging in a Time of Shifting Metrics

## Impact for E24/MS1 Career Advising

# Messaging for MS1s Who Will Have Pass/Fail Patient Care Clerkships

Don't sacrifice clinical experience for extracurriculars

- Clerkship evaluation comments still count
- Must build skills for 4th year rotations

Foundation students should focus on academics and Step 1

- Block avg is best predictor of Step 1 which is best predictor for shelf exams and Step 2 (which many residency programs emphasize)

Normalize Parallel Planning

## Messaging to Prepare E24/MS1 for Competitive Application

### For Students who Want to Stand Out

- Focus on 2-3 meaningful activities that show values/commitment during foundations phase
  - At least one with leadership component if possible
  - At least a year long
  - Outcomes
- Not all students need impactful research. Focus on research varies by specialty. (See [Specialty Guides](#).)
  - If recommended, most PDs encourage focus on quality rather than quantity
  - Robust research and peer reviewed publications are helpful for some competitive specialties/programs
  - Research is a useful learning experience (as future lifelong learners in a changing scientific landscape) but a small amount (e.g. in RUOP/III) can suffice
- Work towards excellent evaluation comments/letters of reference during clerkships



# Messaging to Support Career Advising & MS<sub>1s</sub>/MS<sub>2s</sub>

## Strategy for Parallel Plan:

### Keep an Open Mind (keep options open)

- Academic profile builds over time: Step 1, core clerkships, specialty rotations, Step 2CK
- Retain a 2nd specialty interest until 4th year if one of the specialties is not IM/FM/Peds/Path
- Why a parallel plan?
  - 70% of students change specialty interest from matriculation to graduation
  - Matching in first round has vastly (and increasingly) greater odds of success (compared with SOAP or reapplication)
- Who must have a [Parallel Plan](#)?
  - Students interested in "[competitive](#)" specialties
  - If their applicant level of competitiveness is lower than that of their desired specialty as determined by their Specialty Career Advisor
  - If students are still deciding between two specialties
  - If students want to match in a specific geographic location or limited number of programs

## Messaging to Support Students with Step 1 Fail & Specialties

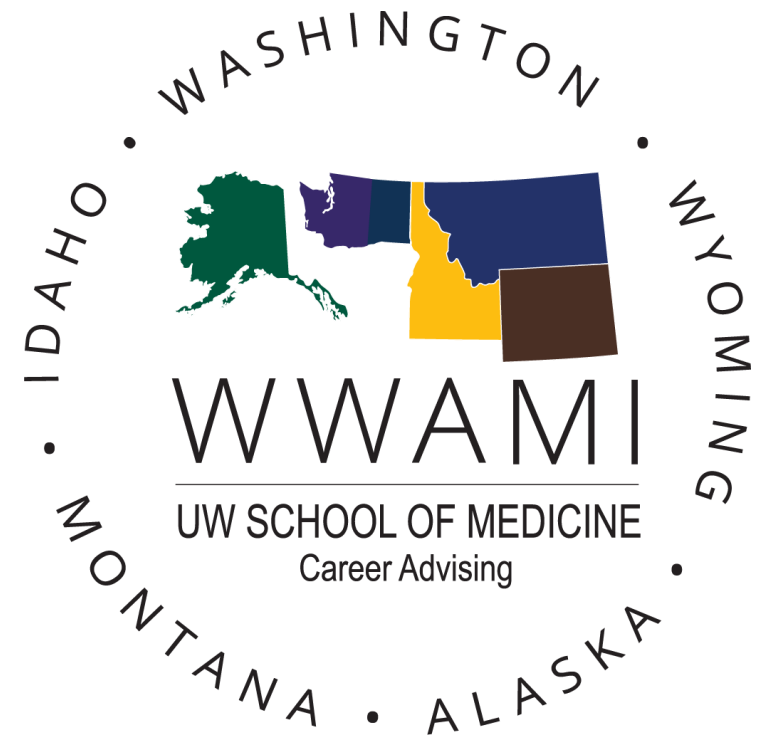
### Referral & Dual Application Strategy

Please refer student to the Career Advisor for support if they experience a Step 1 fail.

Some specialties accept 2nd attempts although it's still very impactful in how students match, while other specialties very rarely accept 2nd attempts.

A dual application is usually recommended by the Specialty Career Advisor unless students are applying to Internal Medicine, Family Medicine, Pediatrics, or Pathology.

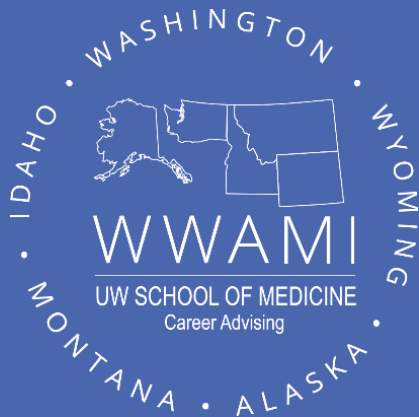
# Road to Residency Programming (R2R)



## MS3s: 4<sup>th</sup> Year Planning

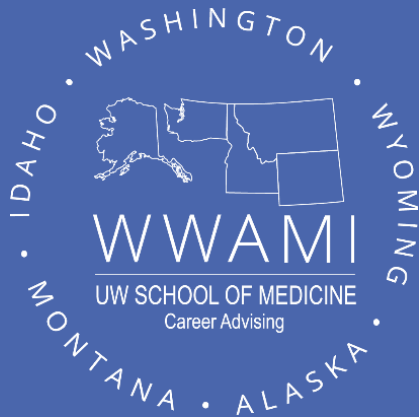
- Road to Residency sessions:
  - orientation to 4<sup>th</sup> Year Planning
  - away rotations
  - building a competitive application
- Fall Career Planning for Explore & Focus Phase appointments
- **Outcomes:** Clinical Phase Planning Worksheet, Specialty Guides review, apply to away rotations (if applicable)

## R2R: Career Advising Services



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# R2R: Career Advising Services



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## MS4s: Residency Planning Advising, Services & Resources

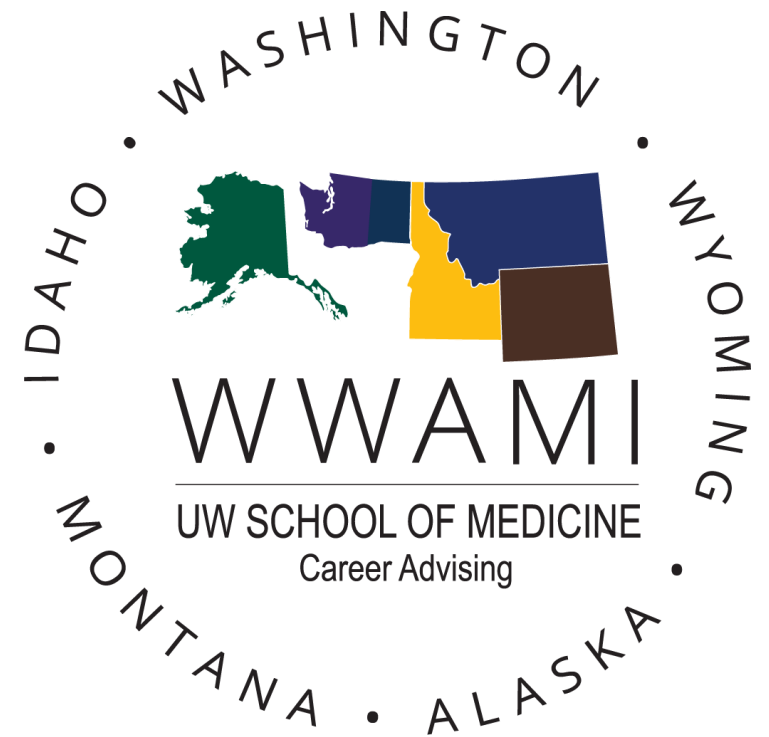
- [Road to Residency Biweekly Newsletter \(May-March\)](#)
- [1-1 Advising: undecided, parallel planning, dual applying, couples match, military match](#)
- [Office Hours: Mon-Wed, 1-2pm MT](#)
- [CV Group Review Sessions](#)
- [Personal Statement Review](#)
- [Mock Interview Program \(Sep-Nov\)](#)
- [Recorded Match panels and discussions in Video Library](#)
- [Professional Photos](#)
- [Application Advice & Strategy](#)
- [Application Review Appointments](#)
- [Rank Order List Advice](#)
- [UWSOM Residency Interviews & Match data](#)
- [Residents in Medicine Directory](#)
- [Alumni Connections HOST program](#) offered by UW Med Alumni Office
- [Residency Program List Review](#) (offered by Specialty Career Advisors)

# Connect with Linh

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Website: [education.uwmedicine.org/career-advising/](http://education.uwmedicine.org/career-advising/)



# AAMC Careers in Medicine Assessments

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- Refer students to AAMC CiM and have them come back to talk with you about it
  - Interests, values, skills, personality, specialty indecision scale
- Questions the assessment covers:
  - What are your **subject interests**?
  - Do you prefer **surgical, procedural or medical specialty**?
  - What **types of professional areas** do you want to engage in, research, teaching, or policy?
  - How much **patient contact** to you prefer?
  - What type of **patient population**?
  - Where do you want to end up **geographically**?