An Invitation to Collaborate: Working Together to Improve the Residency Application Process

Marcy Verduin, MD
Chair, Group on Student Affairs
Associate Dean for Students and Professor of Psychiatry
University of Central Florida College of Medicine
November 10, 2023
Advising Perspective on the Application Process

Student Affairs responsible for guiding students in residency application process – and updating our specialty advisors

Required to know details about **nearly 30 unique specialties**

Begin advising for applications in **mid-M3 year** as students plan their M4 schedule to allow for needed exposure and LORs

Our goal is to help them **apply smart** – reasonable number of programs, right fit – and find a match

We do NOT want them to over-apply or over-interview:

- Burdens PDs
- Holistic review more difficult
- Hurts our “less competitive” students
- Worsens student debt
## Snapshot of Changes

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Application System</th>
<th>Match</th>
<th>Signals</th>
<th>Signal Home/Away</th>
<th>Acuity (Altus)</th>
<th>ACI</th>
<th>SLOE</th>
<th>Interview Release</th>
<th>Interview Format</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anesthesiology</td>
<td>ERAS + pilot Central app-check pg</td>
<td>NRMP</td>
<td>5 Gold, 10 Silver</td>
<td>Yes/Yes</td>
<td>Prog specific</td>
<td></td>
<td>Rolling</td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Child Neurology</td>
<td>ERAS</td>
<td>NRMP</td>
<td>3</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td></td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Dermatology</td>
<td>ERAS</td>
<td>NRMP</td>
<td>3 Gold, 25 Silver</td>
<td>Yes/Yes</td>
<td>Yes - not required</td>
<td>Nov 6, 20, Dec 4</td>
<td>Virtual or In Person</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>ERAS</td>
<td>NRMP</td>
<td>7</td>
<td>Yes/Yes</td>
<td>yes x2</td>
<td></td>
<td>County Prog. Oct 19th</td>
<td>Virtual or In Person</td>
<td></td>
</tr>
<tr>
<td>Family Medicine</td>
<td>ERAS</td>
<td>NRMP</td>
<td>5</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td>Rolling, no specific date</td>
<td>Virtual or In Person</td>
<td></td>
</tr>
<tr>
<td>Internal Medicine-Categorical</td>
<td>ERAS</td>
<td>NRMP</td>
<td>7</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td>IM-SEL XI</td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Internal Medicine-Preliminary</td>
<td>ERAS</td>
<td>NRMP</td>
<td>7</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td>Not required</td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Med/Peds</td>
<td>ERAS</td>
<td>NRMP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Med/Psych</td>
<td>ERAS</td>
<td>NRMP</td>
<td>2</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td></td>
<td>Virtual?</td>
<td></td>
</tr>
<tr>
<td>Neurological Surgery</td>
<td>ERAS</td>
<td>NRMP</td>
<td>25</td>
<td>Yes/Yes</td>
<td>1-3 LOE, 1 reg</td>
<td>Fridays in Oct</td>
<td>All one or other</td>
<td>Virtual or In Person</td>
<td></td>
</tr>
<tr>
<td>Neurology</td>
<td>ERAS + pilot Central app-check pg</td>
<td>NRMP</td>
<td>3</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td></td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Obstetrics and Gynecology</td>
<td>ERAS</td>
<td>NRMP</td>
<td>3 Gold, 15 Silver</td>
<td>Yes/Yes</td>
<td>NOT this year</td>
<td>Recommend</td>
<td>Yes x1</td>
<td>Oct 24</td>
<td>Virtual</td>
</tr>
<tr>
<td>Ophthalmology</td>
<td>SF Match</td>
<td>Early- SF Match</td>
<td></td>
<td></td>
<td>Not this year</td>
<td></td>
<td>Oct 10</td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Orthopedic Surgery</td>
<td>ERAS</td>
<td>NRMP</td>
<td>30</td>
<td>Yes/Yes</td>
<td></td>
<td>eSLOR</td>
<td>Nov 15</td>
<td>Virtual or In Person</td>
<td></td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>ERAS</td>
<td>NRMP</td>
<td>25</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td>Nov 9</td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Pathology</td>
<td>ERAS</td>
<td>NRMP</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Pediatrics</td>
<td>ERAS</td>
<td>NRMP</td>
<td>5</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td>10/11/2022 - then rolling</td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Physical Medicine &amp; Rehabilitation</td>
<td>ERAS</td>
<td>NRMP</td>
<td>5</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td></td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Plastic Surgery</td>
<td>PSCA Only vs. ERAS- Check Pgm</td>
<td>NRMP</td>
<td>Yes-Tokens-5</td>
<td>No</td>
<td></td>
<td>New-Yes</td>
<td>Nov 9</td>
<td>Virtual or In Person</td>
<td></td>
</tr>
<tr>
<td>Preventative Medicine</td>
<td>ERAS</td>
<td>NRMP</td>
<td>3</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td>Nov 9</td>
<td>Virtual or In Person</td>
<td></td>
</tr>
<tr>
<td>Psychiatry</td>
<td>ERAS</td>
<td>NRMP</td>
<td>5</td>
<td>Yes/Yes</td>
<td></td>
<td>New Yes-optimal</td>
<td></td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Radiation Oncology</td>
<td>ERAS</td>
<td>NRMP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Virtual</td>
<td></td>
</tr>
<tr>
<td>Radiology-Diagnostic</td>
<td>ERAS</td>
<td>NRMP</td>
<td>3 Gold, 6 Silver</td>
<td>Yes/Yes</td>
<td></td>
<td></td>
<td></td>
<td>Virtual</td>
<td></td>
</tr>
</tbody>
</table>

https://tinyurl.com/2p2b45vv
Result = Student Mistrust of Advisors

Examples:
- Students learn of new standardized LOR requirement
- New recommendations for number of away rotations
- New requirement for Altus suites/other application requirement

When students don’t trust advisors/Student Affairs → panic

Panic → dysfunctional application/interview/communication strategy

Result is: 1) too many applications, 2) interview hoarding, and 3) bombarding programs with emails
Beacon of Hope During COVID

Despite generalized stress/uncertainty, brought increased communication between programs and Student Affairs

OPDA welcomed feedback from Student Affairs

Many specialties issued guidance re: applications, such as:

- Expectations for away rotations
- Expectations for LORs
- Suggested number of programs to apply to
- Synergy with virtual interviews, etc

Incredibly helpful to both Student Affairs and applicants, and hopefully to programs as well
We Have Shared Goals

Match that is a good fit – alignment of values/abilities/expectations

Apply to and interview with reasonable numbers of programs

Applications genuinely represent student, no one trying to “game” the system

Applications geared to what PDs in each specialty want to see
Proposal for Collaboration

Increase communication between specialties and SA

By June 1, provide updated info for next application cycle:
- Changes to application process/dates/requirements?
- LORs and format, required vs optional?
- Away rotations suggested/limits?
- Interview invitation process, interview format?
- Screening requirements: Step 2 cut-off, publications, etc?
- Supplemental info required (e.g., Altus Suite)?
- Second look format, timing, required vs optional?
- Communication guidelines?

If possible: 1) OPDA reps can encourage respective specialties to create guidance documents; and 2) then encourage programs to comply with this guidance
Invitation for an Open Dialogue

Hope to start a long relationship in which we can collaborate to improve the T2R and application space.

Recognize that there are similarly things we can likely do on our end to help improve your experience.

Would love to hear your thoughts on how we can work together.
AAMC GSA Leadership and Staff Working With OPDA

Marcy Verduin, MD – GSA Chair
Associate Dean for Students
University of Central Florida College of Medicine

Kathleen Kashima, PhD – GSA Previous Past Chair
Senior Associate Dean of Students
University of Illinois College of Medicine

Hilit Mechaber, MD – GSA Immediate Past Chair
Senior Associate Dean for Student Affairs
University of Miami Miller School of Medicine

Joel Maurer, MD – GSA Chair Elect
Assistant Dean for Admissions
College of Human Medicine, Michigan State University
Clinical Center

Tara K Cunningham, EdD, MS – GSA Vice-Chair
Senior Associate Dean for Student Affairs
Icahn School of Medicine at Mount Sinai

Cherie Singer - Chair, GSA Committee on Student Affairs
Associate Dean, Admissions & Student Affairs
University of Nevada, Reno School of Medicine

Christin “Chrissy” Spatz, MD - CiM Advisory Committee
Assistant Dean of Student Affairs and MD Career Advising
Geisinger Commonwealth School of Medicine

Irena Tartakovsky, MD, MS
Director, Constituent Engagement
Association of American Medical Colleges

Katherine McOwen, MSEd
Sr. Director, Educational Affairs
Association of American Medical Colleges