

# Career Planning and Counseling Session

Suzanne Reuter MD  
Assistant Dean of Student Affairs

# VSLO – Visiting Student Learning Opportunities (aka VSAS)

- Host institutions that accept medical students for away rotations
- US and International rotations combined
- Institutions have varying dates for reviewing and accepting apps
- Mayo, Iowa, Wisconsin do NOT participate in VSLO
- <https://students-residents.aamc.org/attending-medical-school/article/about-vslo/>

# VSLO

- Universal application
- Vaccination record
- Cover letter
  - Dermatology
- Submitted by Student Affairs
  - Photograph
  - Transcript
  - Some programs: Letter of Good Standing, Proof of Malpractice Insurance
- Cost per program (per elective)
  - \$40 for up to 3 programs
  - \$15 for each additional program
- **Get advice from CO2019 in similar specialty**

# VSLO: How to Use the VSAS Application Service

<https://students-residents.aamc.org/attending-medical-school/article/how-use-vslo-application-service/>



# Update on Grades from Office of Med Ed

- All Pillar 2 students in the CO 2020 will receive their final summative grade document through D2L at noon CT on Friday, March 8, 2019.
- Nothing related to grades will be available prior to that time. The approval process must be completed and this is accomplished within 4 weeks (2 weeks sooner than required by LCME).
- From the day students receive their grades, they have 14 days (March 22) to submit a grade appeal if they so desire.
- Grade appeals include both final letter grades and any narrative comments students receive within their document.

# Update on Grades from Office of Med Ed

- Appeals must be made in writing to either the Clerkship Director of the respective discipline or the Campus Dean (or FARM Director) for a competency grade.
- **Requests for changes will not be accepted or considered by SSOM past the 14 day deadline**
- All appeals from students will be discussed collectively at the April Clerkship Director's meeting and decisions will be made at that time.
- The full details of the appeals process can be found in the Student Affairs handbook under the "Medical School Grievance Procedures" starting on page 42: <https://www.usd.edu/-/media/files/medicine/1819sah.ashx?la=en>

# Take Aways

- Final grades with narratives released March 8<sup>th</sup> at 12:00 noon CT
- 14 days to submit appeal in writing
- Appeals to
  - Clerkship Director (Discipline)
  - Campus Dean (Competency)
- Student Affairs does NOT change grades
- Group discussion at clerkship director's meeting to discuss appeals



# Objectives

- Discuss requirements of the curriculum vitae (CV)
- Review particulars of the personal statement
- Review details of Letters of Recommendation
- ERAS and VSLO (aka VSAS)

# Curriculum Vitae

- Succinct summary of your qualifications
- Put effort into it now and add to it over your career
- Will not place directly into ERAS but will provide to us to help create the MSPE (Medical Student Performance Evaluation)
- Will provide to those physicians who prepare a letter of recommendation for you for residency application

# Curriculum Vitae - Components

- Contact info: (full legal name, address, email, phone number)
- Everything is in reverse chronological order
- Education: All universities attended for medical school, graduate and undergraduate education (most recent first)
  - Name and location of institution
  - Degree earned
  - Date of completion (anticipated)
  - Major/minor field of study

# Curriculum Vitae

- Leadership Experience
  - President, Treasurer of Student Interest Group
- Work Experience
  - Most recent first
  - Position title, name of employer, location, dates employed
- Research Experience
  - Title describing project
  - Research mentor's name
  - Location and dates
  - Your title (research assistant, fellow)

# Curriculum Vitae

- Community Service Activities/Extracurricular
  - Most important activities and the dates
  - Include pre-medical school activities only if extraordinary OR applicable to health care
- Publications
  - List all published articles you've authored
  - If accepted but not published yet, "In press"
  - Do not include manuscripts in the works\*
  - Be consistent throughout the CV

# Curriculum Vitae

- Presentations
  - List research or poster presentations at conferences, lectures, specialty association meetings
  - List title, authors, audience
  - May consider combining with 'Abstracts' section
  - Be sure to include cultural colloquium poster presentation
- Professional Memberships
  - Be sure to include 'Student Member'
  - i.e. American Academy of Orthopedic Surgeons – Student Member

# Curriculum Vitae

- Hobbies and Interests
  - INCLUDE this information
  - Your interviewers will thank you!
  
- **Careers in Medicine CV #1**

# Personal Statement

- Integral part of your application
- Is your chance for the program to “know” you
- Want it to help you stand out – *but not too much*
- **Values-Experiences-Goals**
  
- Communicate passion for your specialty
  - Specific experiences
- Address sensitive issues and take responsibility
  - Remediation, repeat attempt on Step 1 (may or may not include)
- Provide information the interviewers can use for questions



# Personal Statement

- Be personal – tell about you
- Slip in marketable abilities
- Include specialty-specific attributes
  - ‘cool under pressure’
  - enjoy variety and pace of the ED (avoid “I have ADD and the ED is perfect for me)
- Professional
  - **NO** grammatical or spelling errors (some screen out immediately)

# Personal Statement - AVOID

- Online services that promise you the perfect PS
- Copy from others
- Run-on sentences
- Quotes
- Begging - “please grant me an interview”

# Personal Statement - Specifics

- ENT – No longer requiring a specific paragraph on why you are interested in their program (this meant separate PS for each)
- Surgery and surgical subspecialties – Shorter the better
- Don't go over 1 page

# Personal Statement

- Have at least one, and perhaps more, reviewers
  - Spouse, close friend, parent, sibling, buddy who was an English major (and you can trust), etc.

# Letters of Recommendation

- Letters need to come from physicians
  - Exception – long-term research mentor
- Writers need to know you well
  - Clinically
  - Can describe your clinical abilities
  - Attest to your personal attributes (team player, problem solver)

# Letters of Recommendation

- How well did I perform?
- Did I develop a close relationship with this person?
- Does this person think highly of my clinical skills?
- Does this person care about my plans for the future?
- Does this person have good communication skills that will be reflected in my letter?
  
- \*\*Does this person procrastinate (i.e. multiple delinquencies from medical staff for overdue charts??)

# Letters of Recommendation

- Discuss your list of letter writers with multiple people
  - MSPE Interview
  - Student Affairs Dean/Asst Dean
  - Campus Dean
- Asking letter writers:
  - “Would you feel comfortable writing a strong letter of recommendation in support of me for residency application?” I know you are ultra-busy, but would you have time?”
  - Easy way out
- If you don't get a strong “YES” – use your options

# Letters of Recommendation

- Ensure each letter writer is familiar with requirements of a LOR
- Provide them a copy of your CV, PS, copy of your evaluations
- Form from ERAS that instructs them how to upload the letter
- Thank you notes afterward
- Deadlines – September 14<sup>th</sup>



# LOR – Who is required?

- Most specialties require Department Chair
  - Surgery chair – ALL surgical subspecialties, anesthesiology
  - ER – need program director's LOR (exception in SD)
  - Internal Medicine Chair – needed for IM
  - Dermatology – not required
- LIC preceptor
- Sub internship attending
- Away rotation attending
- Should have some LOR from physicians in your specialty but all don't have to be from them

# Letters of Recommendation

- Remember – most faculty write numerous LOR
- Ask letter writers when their memories are VIVID
- Ask a minimum of 4 weeks (but 4-8 is better)
- Need at least 3 LOR (max of 4)
  - May have many more if applying to multiple specialties or you want certain letters to go to specific programs
- Student Affairs will follow up in August to assess how many letters are not uploaded – and send reminders
  - Will need to let me know who you have asked

# Letters of Recommendation

- Standardized letters of recommendation
  - Orthopedics – letter writers did not need to submit additional letter
  - Ophthalmology – optional (3-year pilot program)

# Letters of Recommendation

- Always, always waive your right to see the letters
  - Residency directors expect you to do so
  - We expect you to do so

## Letter of Recommendation Portal

[https://www.aamc.org/services/eras/282520/lor\\_portal.html](https://www.aamc.org/services/eras/282520/lor_portal.html)

# Standardized Video Interview

- **Emergency Medicine**
- Online Interview
- Six questions related to 2 ACGME competencies – knowledge of professional behaviors and interpersonal/communication skills
  - 3 minutes to respond to each question
- Scored by third-party raters
- Scores and videos sent to residency program directors

# MOCK INTERVIEWS

- Performed by Jason Kemnitz EdD
- Required
- Taped
- Class of 2018/2019 students assert WAY harder than the actual interviews
- More information on these coming in our March session and Spring/Summer

# MSPE Interview

- **SignUp Genius** to select date/time
- Sessions are available late March to early June
- 60 minute sessions
- Bring 2 copies of CV and personal statement
- Bring questions
- Be prepared to hear recommendations and suggestions for a successful match
  - May differ from your expectations

# ERAS

- Electronic Residency Application Service
- Token from Kay Austin, SSOM Registrar
  - One-time access code used to register for MyERAS
- ERAS does not include the Match services
  - Must register for NRMP (starting September 15<sup>th</sup>) **OR**
  - Must register for Military, San Francisco Match, Urology Match
- Does not include:
  - Urology
  - Ophthalmology
  - Military Match



# ERAS

- Letters of Recommendation uploaded by writers
- Form letters to print off ERAS to hand to letter writers
  - Includes directions for uploading letters
- Assign documents to various specialties/institutions
  - Medical School Transcripts
  - Letters of Recommendation
  - Personal Statements
  - USMLE Transcripts

# ERAS

- Assignment Checklist
  - Identify missing documents
- MyERAS Message Center
  - Notification when each LoR is uploaded
  - Also email notification to applicants from programs
  - ERAS Interview Scheduling Tool
    - Not used by all residency programs

# ERAS

- USMLE Transcript requests
  - Enter your USMLE ID
  - Assign transcript to programs
  - Pay one-time \$80 transcript fee
  - Usually transaction completed by USMLE within 5 business days

# ERAS - Tips

- Do not certify and submit until you are sure all information is complete and correct
- ERAS does not have a spell check or grammar check feature
- Once you certify and submit, you may only change information in the Personal Information section
- Residency programs will not have access to any information until Sept 15<sup>th</sup>.



# Second Look Visits

- Read about on Careers in Medicine website
- Students with few interviews should consider this
  - Must be allowable by programs
  - Must be within the student's budget
- Discuss with mentor/student affairs prior to planning
- **Whether an applicant opts to attend a 2<sup>nd</sup> look at a program, generally has no bearing on that program's opinion of the applicant.**

# Second Look Visits

- You are under no obligation to attend a 2<sup>nd</sup> look visit – but if you do:
  - Rank you higher
  - Maintain your previous rank (programs see same qualities as 1<sup>st</sup> visit)
  - Reduce your rank (if 1<sup>st</sup> interview didn't go well, 2<sup>nd</sup> usually doesn't either)
- If offered 2<sup>nd</sup> look, do not feel compelled to respond definitely
  - Sample script: “Thank you for telling me about this opportunity. I need to process my experience here and look at my academic and clinical responsibilities before making that decision. I will be in touch if I can participate.”

# Second Look Visits

- You can request a 2<sup>nd</sup> look visit unless programs state they don't offer second visits.
- Be clear about what you want or why you need the experience to help you make the decision about ranking their program
- When asking:
  - Is it possible to have a 2<sup>nd</sup> look visit?
  - Outline specifically what you need in the visit

“I'm in the process of making my final decisions on my rank list and I really liked your program. I would like to visit and take a 2<sup>nd</sup> look. I would be happy with any experience you could provide, such as shadowing an intern for a day. If the PD is available, I'd like to chat but nothing formal.”



# Mentors

- Necessary for all specialties!!
- Especially important for surgery and surgical subspecialties
- Student Mentors (CO2019)
- Physician Mentors

# Final Words of Wisdom

- If you are unhappy with the comments on your final evaluations from Pillar 2, address them when released!
  - Not when they appear on your MSPE and you are sent a copy in August to read and review prior to sending out to residency programs
- Be sure your Pillar 2 final comments are plentiful in the discipline you are contemplating for residency
  - Not just, “student did well”

# Final Words of Wisdom

- Everyone has had the same curriculum, exams, requirements to this point in medical school.
- This all changes in Pillar 3!
- No student has the same residency plan – even within the same specialty!
- We will advise you – in attempt to give you the best chance of:
  - Matching to your preferred specialty
  - Matching to your preferred program

# SAVE THE DATE

Career Session #4 – Monday, MARCH 25<sup>th</sup> 4:00 PM

- Videoconferencing to RC, Yankton
- Dinner on all campuses
- Program Director Panel
- Newly-matched student panel
- Financial Planning
- Information on Mock Interviews

# Specialty Counseling Groups

- Neurology, Pediatrics, Pathology
  - HSC L15
- Interventional Radiology/Diagnostic Radiology
  - HSC 214/216
- Psychiatry
  - HSC 333
- Family Medicine
  - HSC 220D
- OB/GYN
  - HSC 220C
- Emergency Medicine
  - HSC 103
- Internal Medicine, Radiation Oncology, Dermatology
  - HSC 126
- General Surgery, Surgical Subspecialties, Anesthesiology
  - HSC 242