

MedCAREERS II

Early Preparation for the Match

Dr. Teri Stuckless

Objectives

- To review the MedCAREERS career advising program content relative to your current phase of training.
- To provide an overview of the CaRMS match and timelines
 - First iteration
 - Second iteration
- To give advice with respect to CaRMS application preparation:
 - MSPR
 - CV template
 - Personal Letter writing
 - Referee selection
- To inform you regarding resources for the unmatched student.

Career Options

Applying to Residency

MedCAREERS_I

Choosing the Right Career

Shadowing Orientation

- OR Scrub Course



Clerkship Preparation Course

- MedCAREERS_II
- Succeeding on the Wards

CaRMS Document Preparation

Pre-core Electives Discussion
(including international electives)

Elective/Selective Advice
(and introduction to online portal)

Choosing Electives

Phase 4:

Successfully complete
clerkship and
graduate

Decide which
specialties/programs you
want to apply to

Prepare
CaRMS
Application

Q1: With respect to selecting a specialty choice in CaRMS:

1. I know exactly which programs I will be applying to in CaRMS.
2. I am thinking about my options and have started to narrow it down, but am excited to see how clerkship influences my decisions.
3. I really like a lot of things and find it a bit stressful to try to decide which electives I should explore.
4. I don't like anything I have seen so far and have no idea what to do.
5. Sorry...what is CaRMS?


Let's Refresh!

- Choosing the right career
 - Pre-clerkship curriculum
 - Shadowing opportunities
 - Mentors, role models
 - Interest groups
 - Clinical experiences
 - Resident/Specialty night
 - MedCAREERS online resources
 - AAMC CiM website and tools

Mentorship Program


<https://www.med.mun.ca/Mentorship.aspx>

Mentorship




Getting Started


- Tips for Mentors
- Tips for Mentees
- Mentorship Models




Best Practices



Finding a Faculty Mentor



Mentoring Challenges



Contact

Welcome to the Faculty of Medicine's Mentorship Webpage!

The Faculty of Medicine is committed to fostering successful mentoring relationships. Mentorship is a catalyst for attaining successful careers in medicine and research, given its vital role in the professional development and productivity of a mentee.

This website provides informative resources and tools to help both mentors and mentees with their mentoring journey. Additionally, this website contains a platform where mentees can search and connect with faculty mentors from the Faculty of Medicine.

[Learn how to get started](#)

[Find a faculty mentor](#)

What else could I be doing?

- Talk to Program Directors, Faculty and Residents
- Engage in clinical research
- Attend Grand Rounds, Tumor Boards, Lectures
- Review medical journals, books
 - The Ultimate Guide to Choosing a Medical Specialty, by Brian S. Freeman, MD
 - How to Choose a Medical Specialty, by Anita D. Taylor
 - On Becoming a Doctor, by Tania Heller, MD
- KEEP A JOURNAL

Sample letter (mentorship/research/collaboration):

Dear Dr. Smith,

My name is Teri Stuckless. I am an undergraduate medical student at Memorial University in Newfoundland. I am hoping to match to a residency program in nuclear medical imaging and am exploring ways to gain exposure to the specialty.

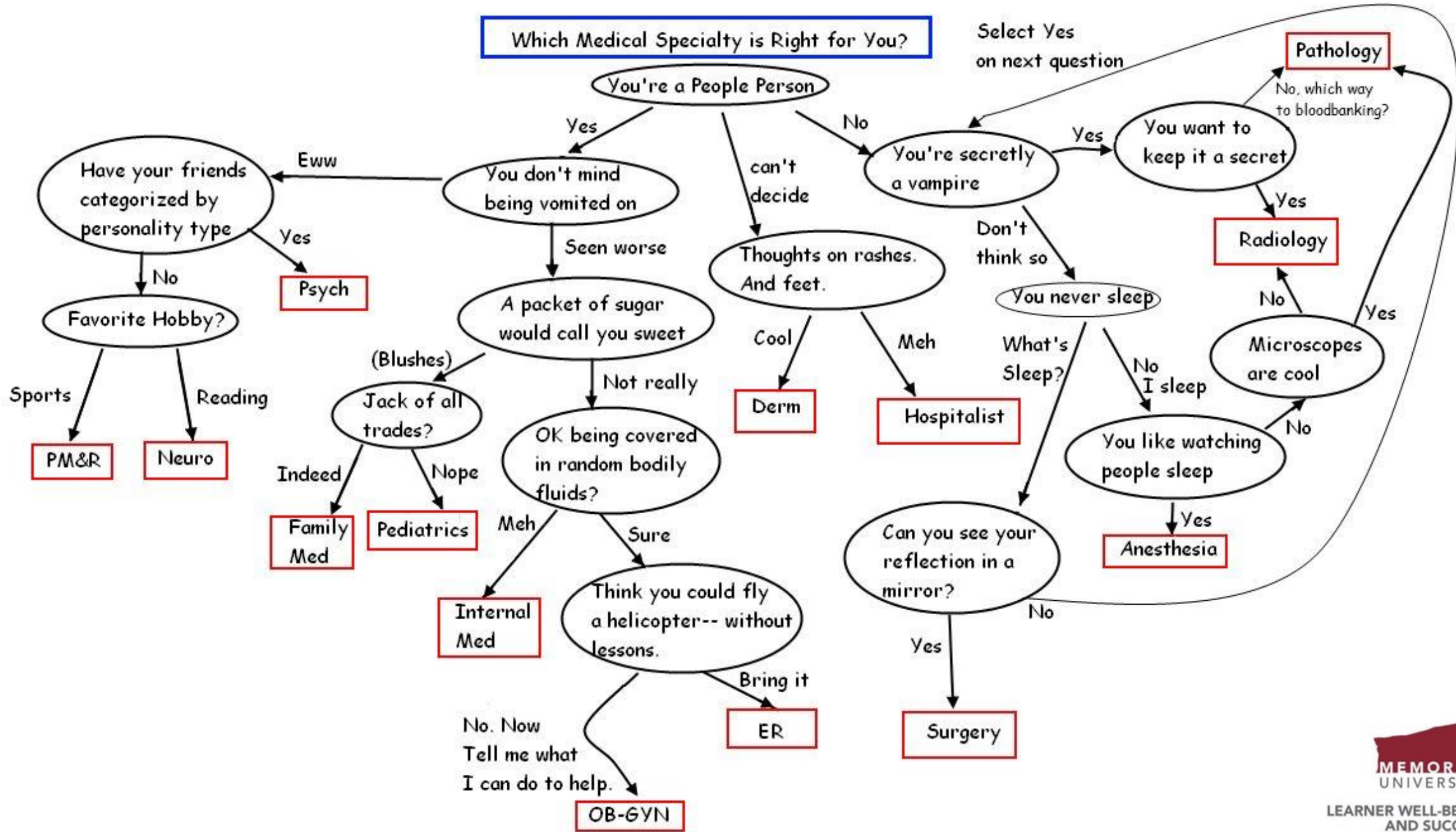
As a result of the COVID-19 pandemic, travel and elective opportunities are limited. Your research on targeting cancer-associated fibroblasts is very interesting and I would be thrilled if you could offer an opportunity for scholarly collaboration and/or mentorship.

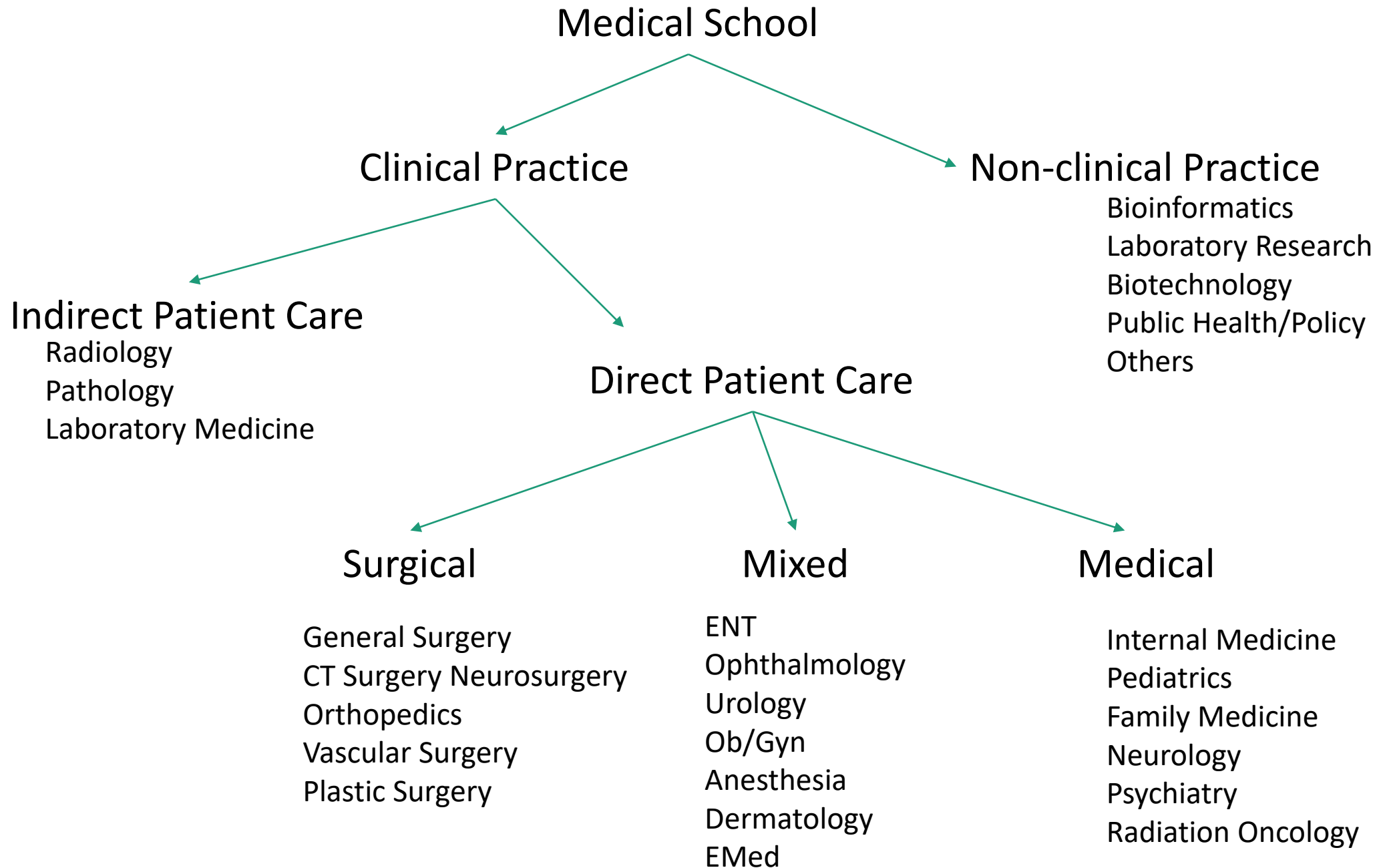
I am a conscientious student with experience in basic science research though my undergraduate training in biochemistry. I have attached my CV, as well.

Any guidance or advice is most appreciated. Thank you for your time and consideration.

Sincerely,

Which Medical Specialty is Right for You?





Which subjects interested you the most in pre-clerkship?

- Which systems or groups of disease were most interesting? What areas of clinical research are intriguing?

Pharmacology and physiology —————> Anesthesia

Anatomy —————> Surgery, Radiology

Neuroscience —————> Neurology, Neurosurgery

Genetics —————> Pediatrics, Oncology

Do you prefer a surgical, medical, or a mixed specialty?

- Do you prefer a specialty that is more procedure-oriented or one that emphasizes patient relationships and clinical reasoning?

Surgical —————→ Gen Sx, Ortho, Plastics, Neuro Sx

Mixed —————→ ENT, Ob/Gyn, ER, Anesthesia

Medical —————→ Int Med, Neurology, Genetics,
Psychiatry

What types of activities do you want to engage in?

- Choose a career that will enable you to develop non-medical interests, such as research, teaching and education, or administration and policy work.
- Practice setting, time constraints, program priorities, collateral support, etc... will influence your options.

How much patient contact do you want? Do you value continuity of care?

Long term, meaningful relationships → Family medicine, Internal Medicine

Minimal patient contact → Radiology, Pathology, Medical Microbiology, Nuclear Medicine

Brief, but often intense, interaction → Anesthesiology, ER

What patient population do you enjoy working with?

- What are the typical patient populations in each specialty you're considering?
 - Do you value caring for a family as a unit, understanding patients better by knowing their life context?
 - Family Medicine
 - Do you find satisfaction and reward in caring for those at the end of life?
 - Oncology
 - Geriatrics
 - Consider the different dynamics of caring for a young child and his/her parents or guardian. Is this what you enjoy?

How does your work-life balance scale look?

- Where is your sense of homeostasis?
 - Do you live to work?
 - Do you work to live?
- Do you hate the idea of being paged in the middle of the night?
 - If you were called to manage an emergency at 3am, would this make you feel excited or sick?
- Can you handle being on call 1 in 3? Or would you prefer a career with no call?

Determinants of physician satisfaction

- Collegiality
 - Autonomy/control
 - Work – life balance
 - Hours worked per week
 - On call requirements
 - Academic involvement
 - Practice population, geography
-
- Remuneration
 - EMR use

Medical School

?

?

?

Residency

?

?

?

(Fellowship)

?

?

?

Career

?

?

Let's take a tour....

of [our website](#) resources!

A final thought:

- Obesity, smoking and excessive alcohol consumption are unacceptably high in our population and have an appalling impact on health in Canada and world wide.
- ***Over 40,000 cancers could be prevented every year with a substantial reduction of all modifiable risk factors.***
- ***Over 11,000 and 6,000 cancers could be prevented every year with a substantial reduction in smoking and excess body weight, respectively.***
 - *ComPARE, Preventive Medicine, Volume 122 (May 2019)*

One last question:

- Which group of specialists are best able to tackle this problem and have the greatest impact on the health of Canadians, while maintaining a sustainable health care system?
1. Medical Oncologists
 2. Radiation Oncologists
 3. Family Physicians
 4. Public Health Physicians

What brought you into the medical profession, and what do you love about it?



The rising importance of family medicine

Dr Margaret Chan

Director-General of the World Health Organization

Keynote address at the 2013 World Congress of the World Organization of Family Doctors

Prague, Czech Republic

26 June 2013

“Out of the ashes built up by highly specialized, dehumanized, and commercialized medical care, family medicine rises like a phoenix, and takes flight, spreading its comprehensive spectrum of light, with the promise of a rainbow.”

https://www.who.int/dg/speeches/2013/family_medicine_20130626/en/

Take a Break!



Obligatory photo of my kids



[The Match](#)

[Program Descriptions](#)

[Timelines](#)

[Data & Reports](#)

[LOGIN](#)

Your match experience starts here

R-1

MSM

FM/EM

PSM



CaRMS Match Day

CaRMS timelines (2022)

- October 4 – CaRMS Online opens
 - Log-in information will be emailed to all graduating students.
- December 8 - Program selection opens
 - Selection of programs and assignment of documents starts
- January – Application and reference Letters
 - Application and document assignment deadline
- February - Interviews will continue to be in a virtual format for all candidates.
- The match timeline will be:
 - Application MSPR submission/University transcript: No earlier than Jan. 7, 2022
 - The File Review Period: January 31 to February 27, 2022
 - The Virtual Interview Period: February 28 to March 20, 2022
 - Match Day First Iteration: April 12, 2022
 - Match Day Second Iteration: May 12, 2022

The Match

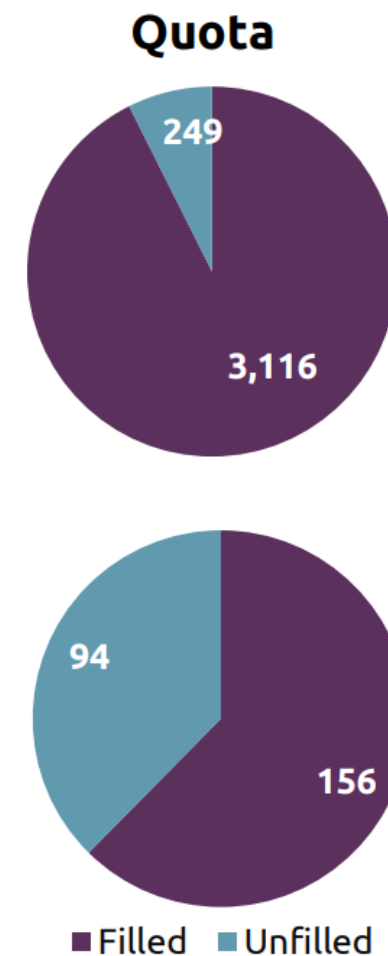
<https://www.carms.ca/pdfs/2021-carms-forum.pdf>

	Registrants	Inactive/ withdrawn	Active applicants	ROL not submitted	Final participants*
CMG	3,026	41	2,985	10	2,975
USMG	33	15	18	1	17
IMG	2,117	286	1,831	475	1,356

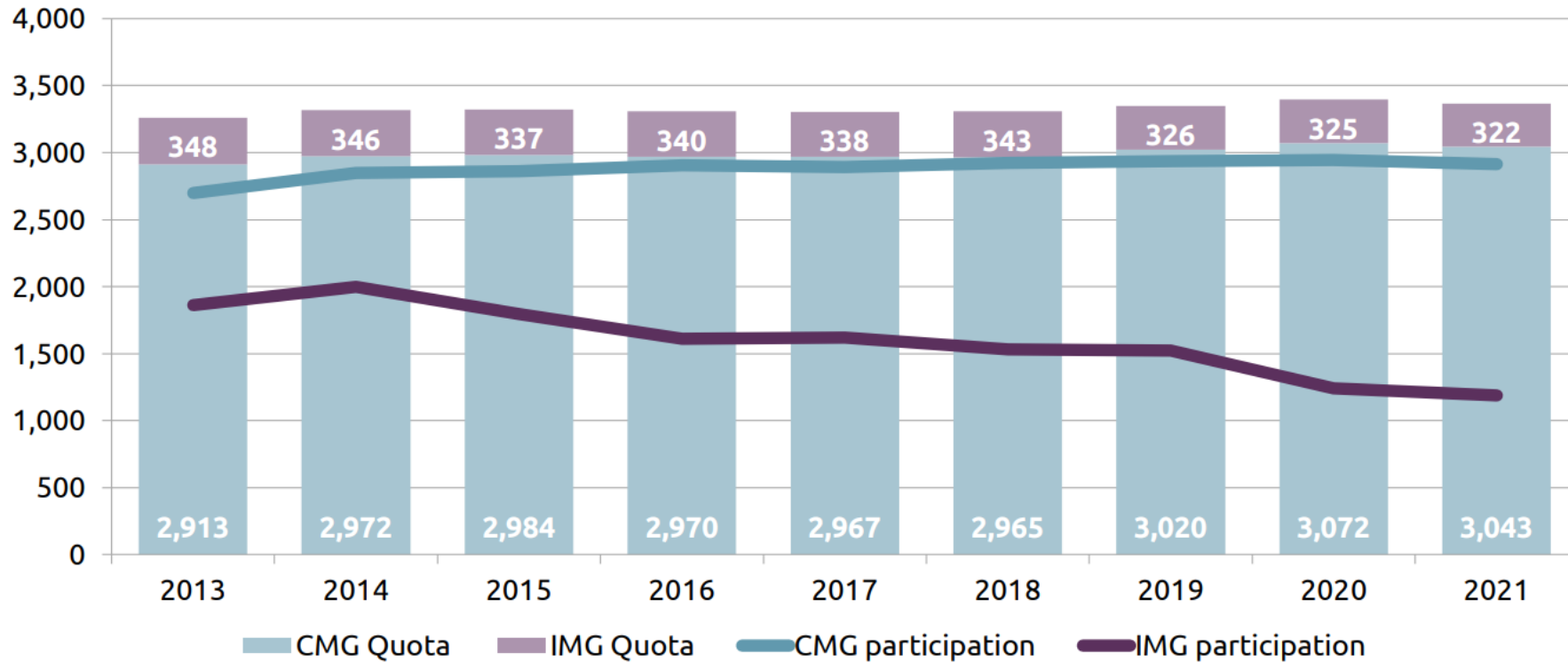
2021 R-1 match national highlights

First iteration						
Applicant type	Current year graduates			Previous years graduates		
	Matched	% Matched	Unmatched	Matched	% Matched	Unmatched
CMG	2,696	94.5%	158	50	82.0%	11
USMG	9	75.0%	3	0	0.0%	2
IMG	110	71.4%	44	251	24.3%	781

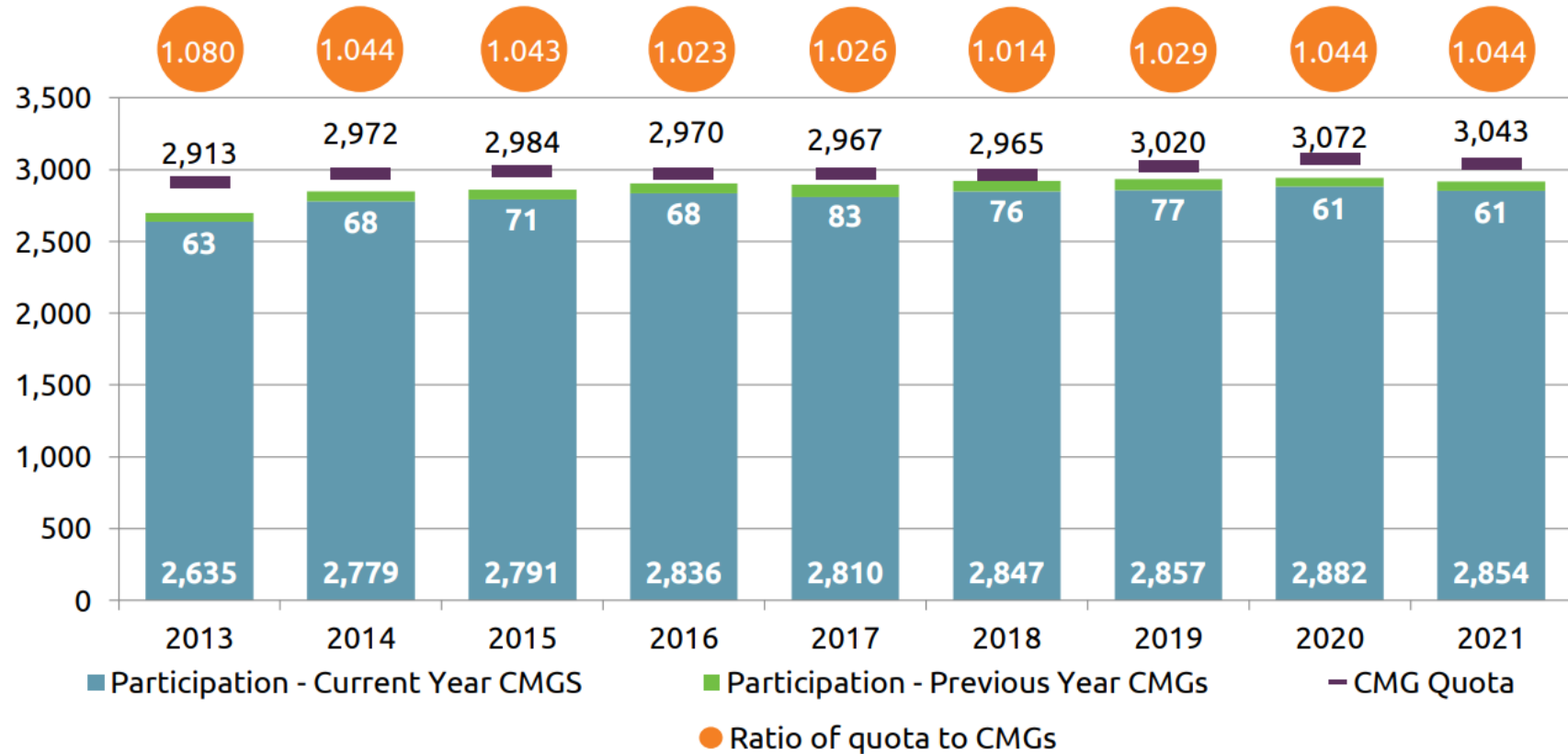
Second iteration							
Applicant type	Current year graduates			Previous years graduates			
	Matched	% Matched	Unmatched	Matched without prior PG training	Matched with prior PG training	% Matched	Unmatched
CMG	72	68.6%	33	6	28	51.5%	32
USMG	0	0%	0	1	0	25.0%	3
IMG	11	22.9%	37	38	0	5.9%	611



First iteration participation and quota

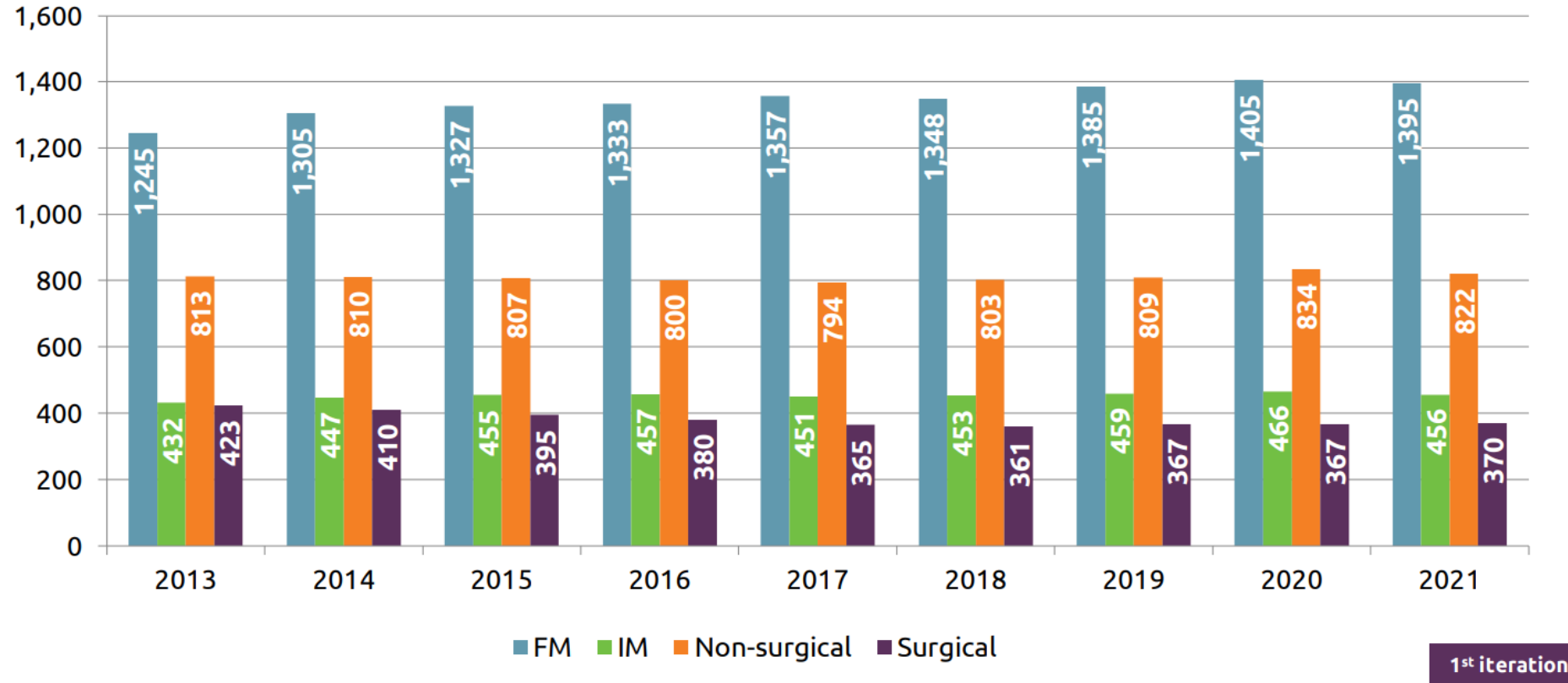


CMG quota, participation and ratio

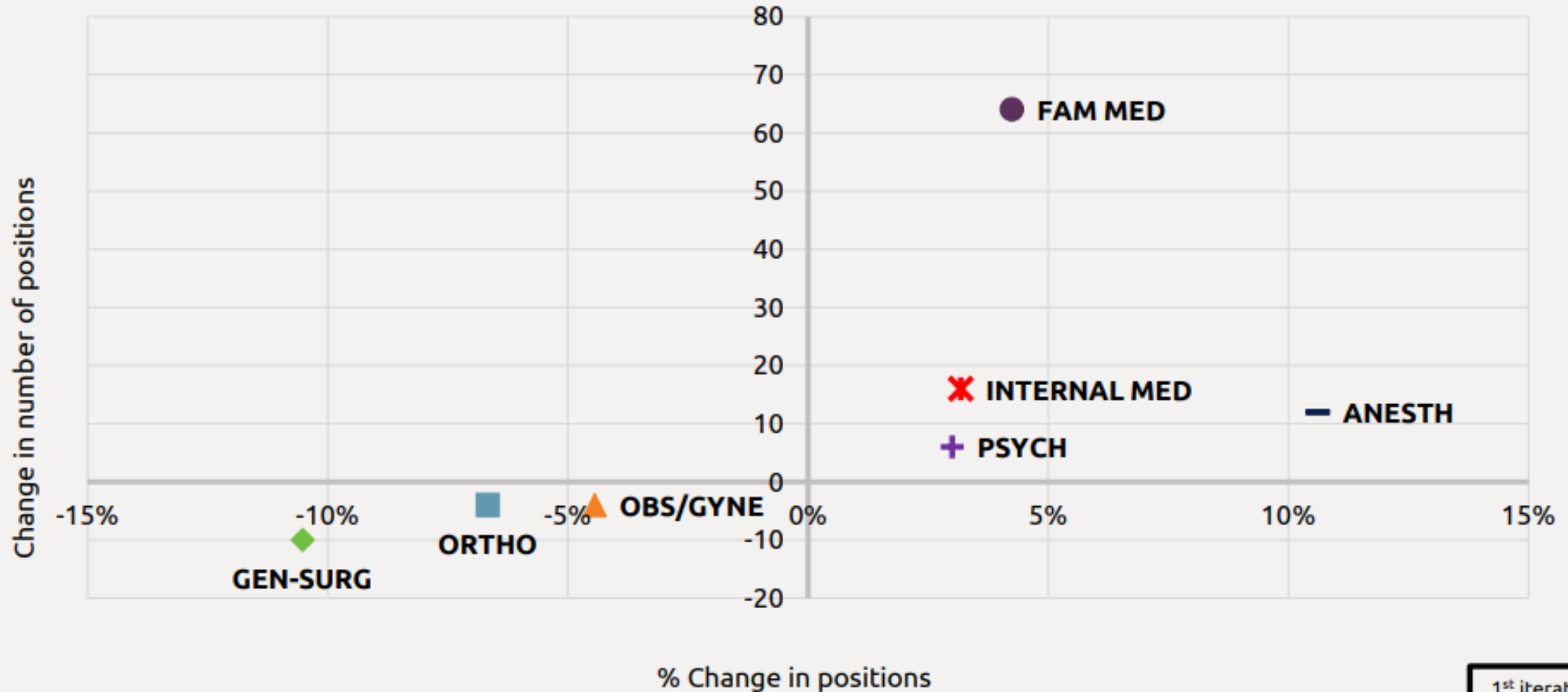


1st iteration

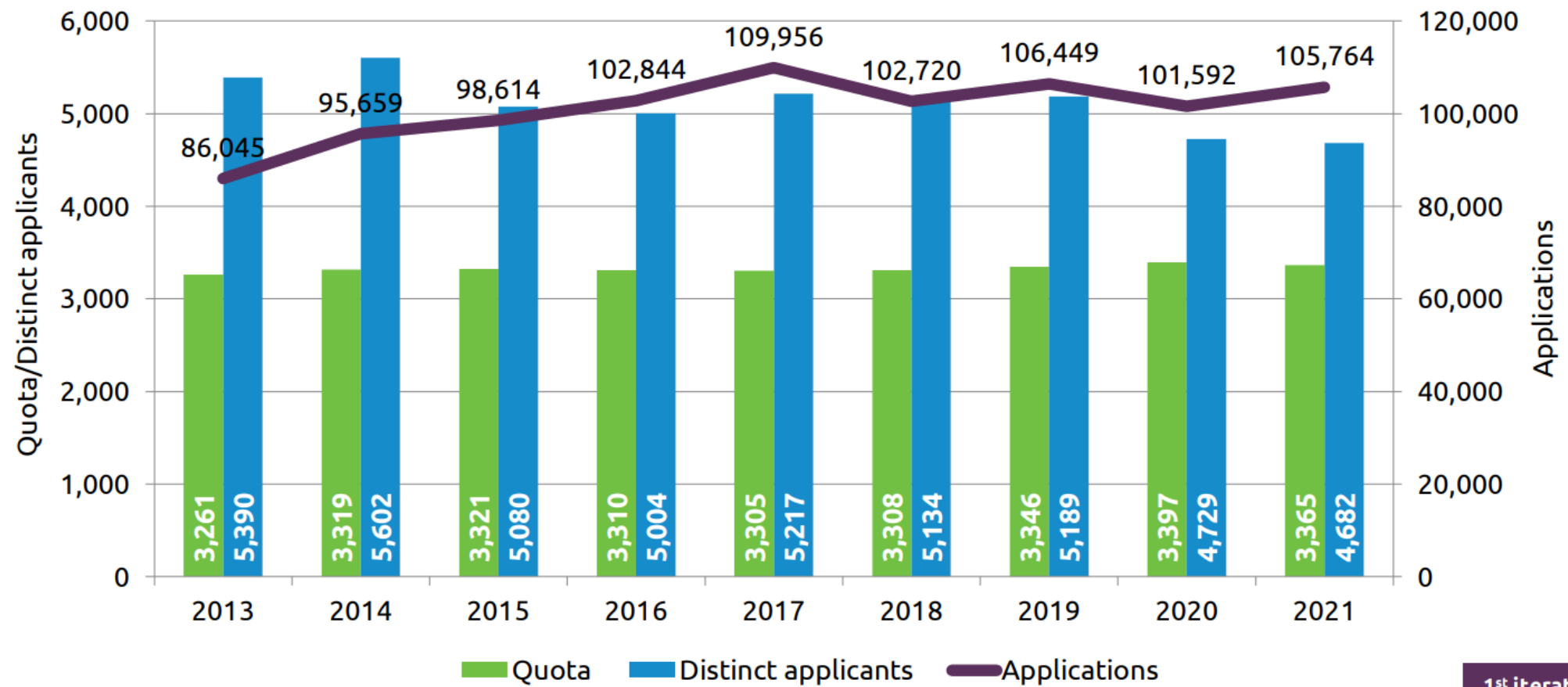
Positions offered for CMGs, by discipline group



Change in discipline quota, 2015 vs 2020

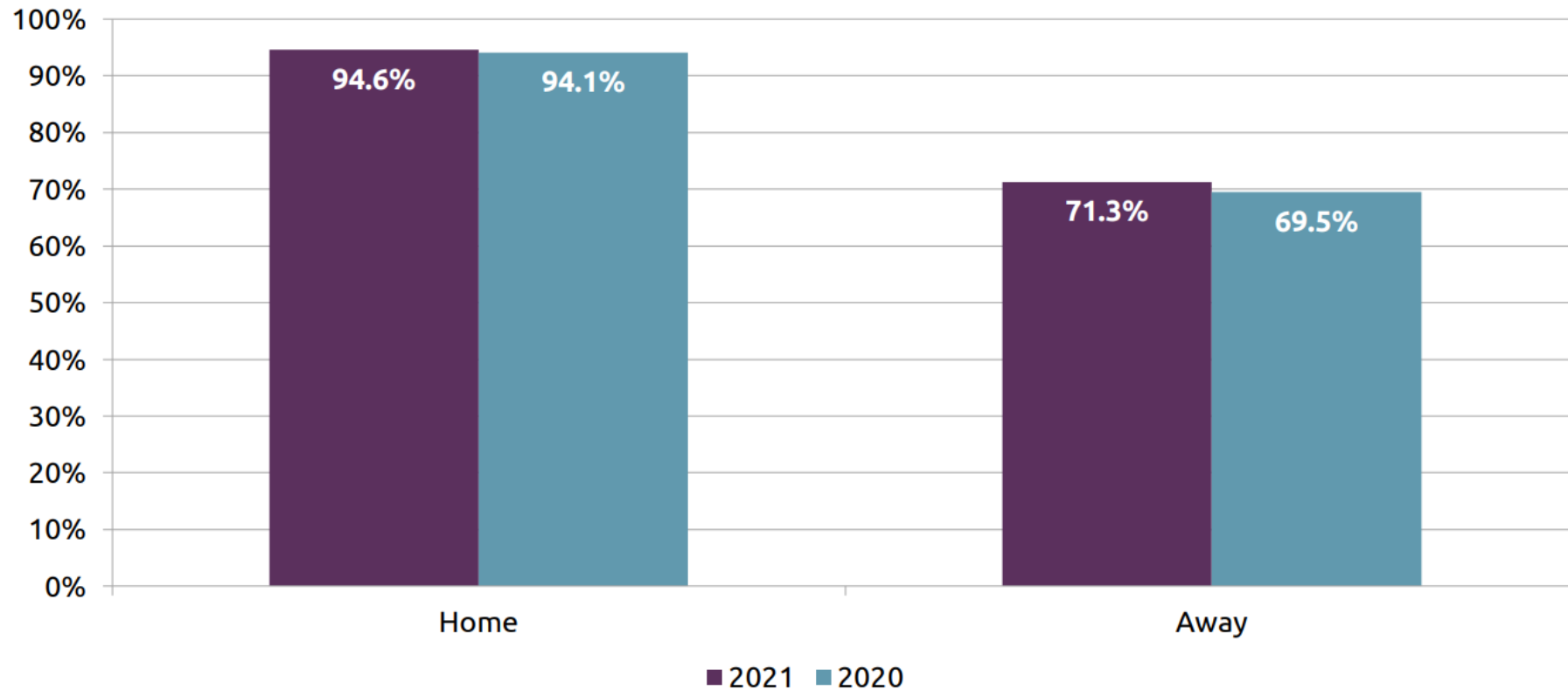


Program applications: all disciplines

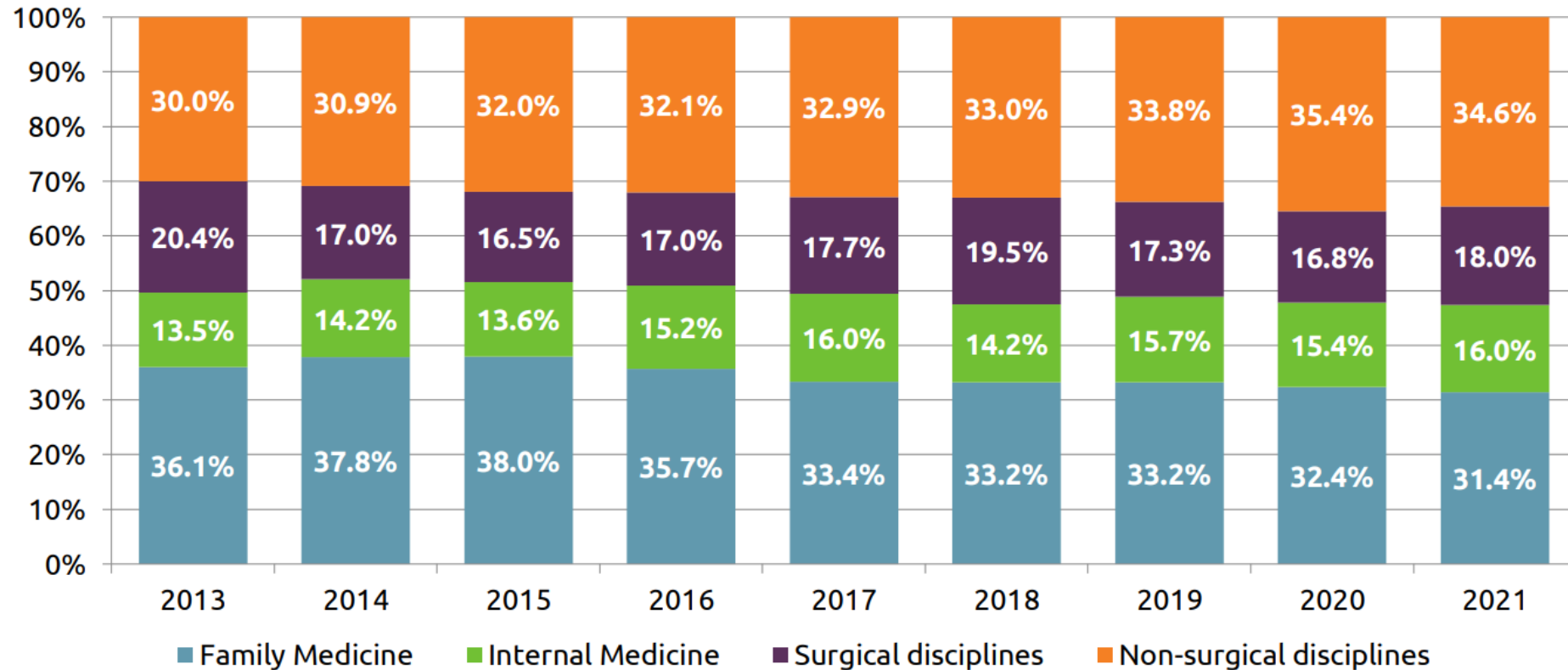


1st iteration

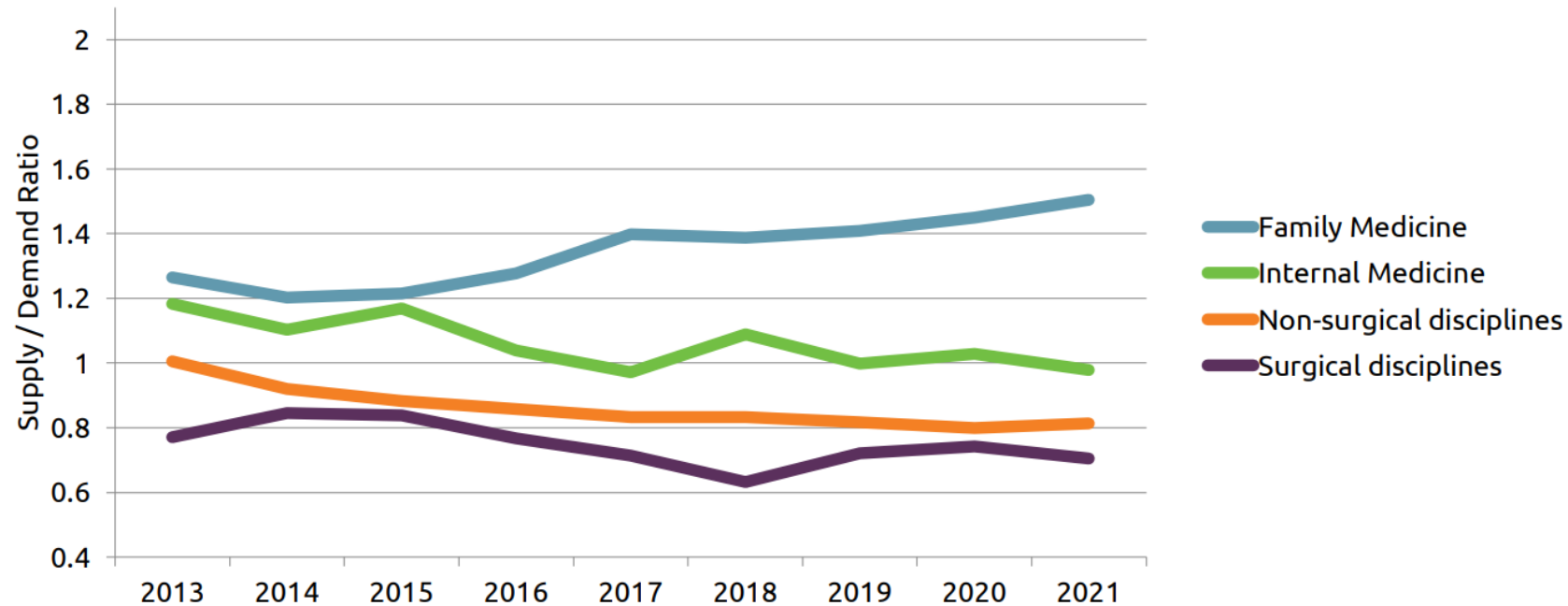
CMG applications resulting in an interview offer



CMG discipline choices

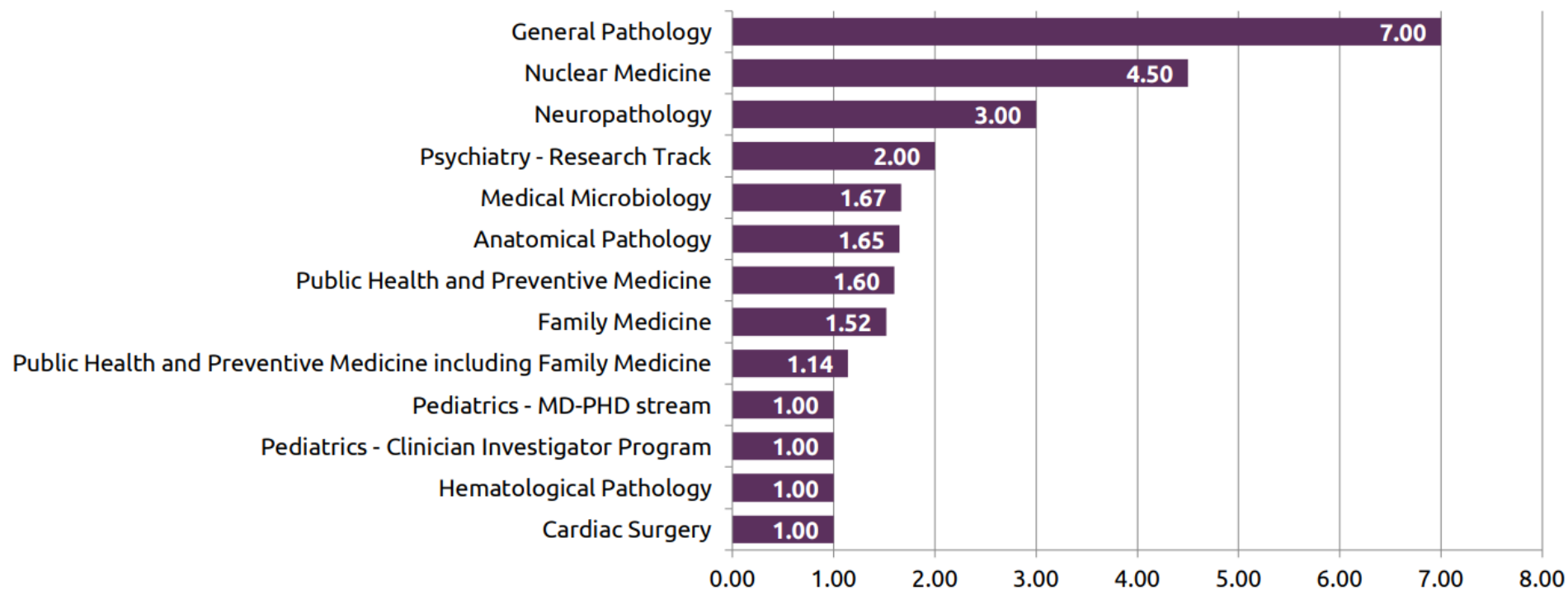


National CMG supply and demand, by discipline group



1st iteration

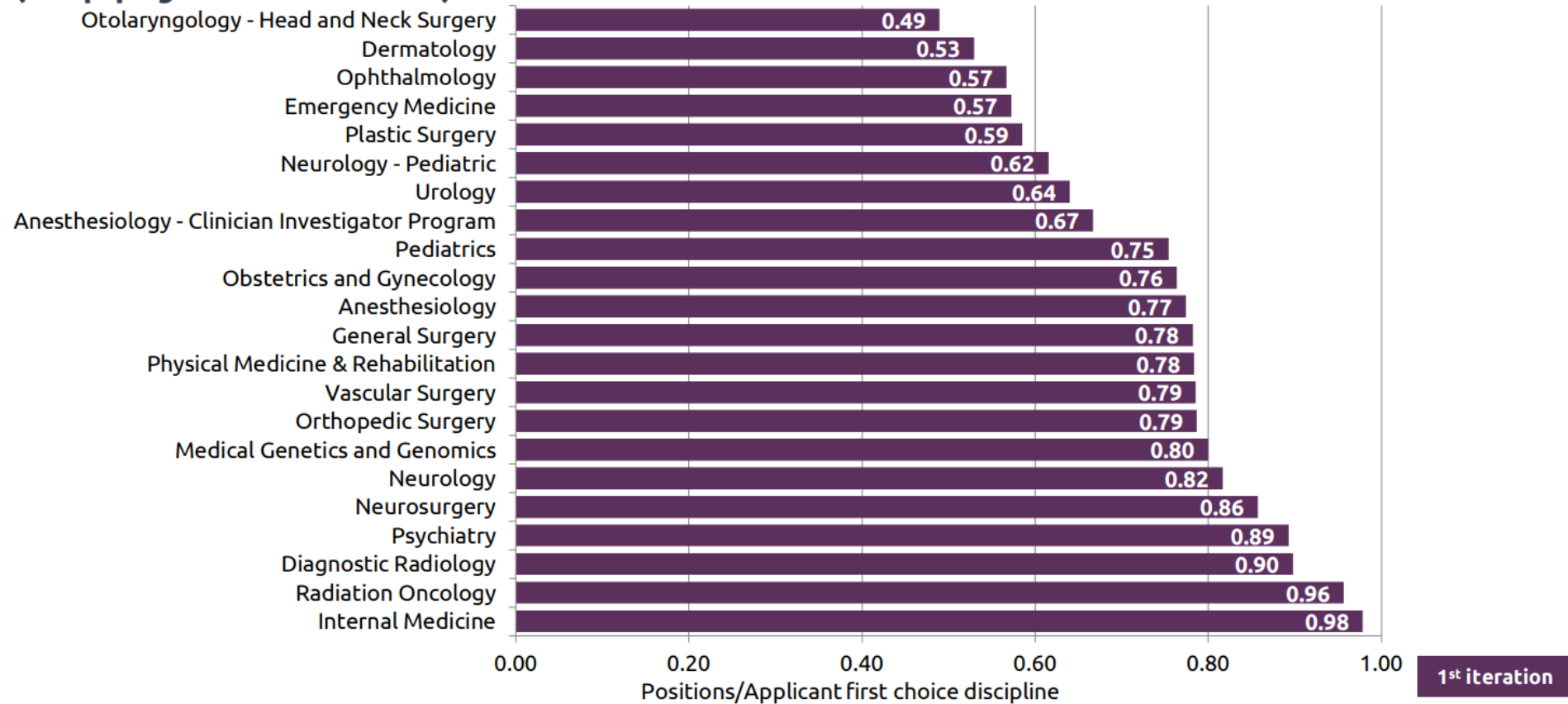
2021 CMG first choice discipline compared to availability (supply \geq demand)



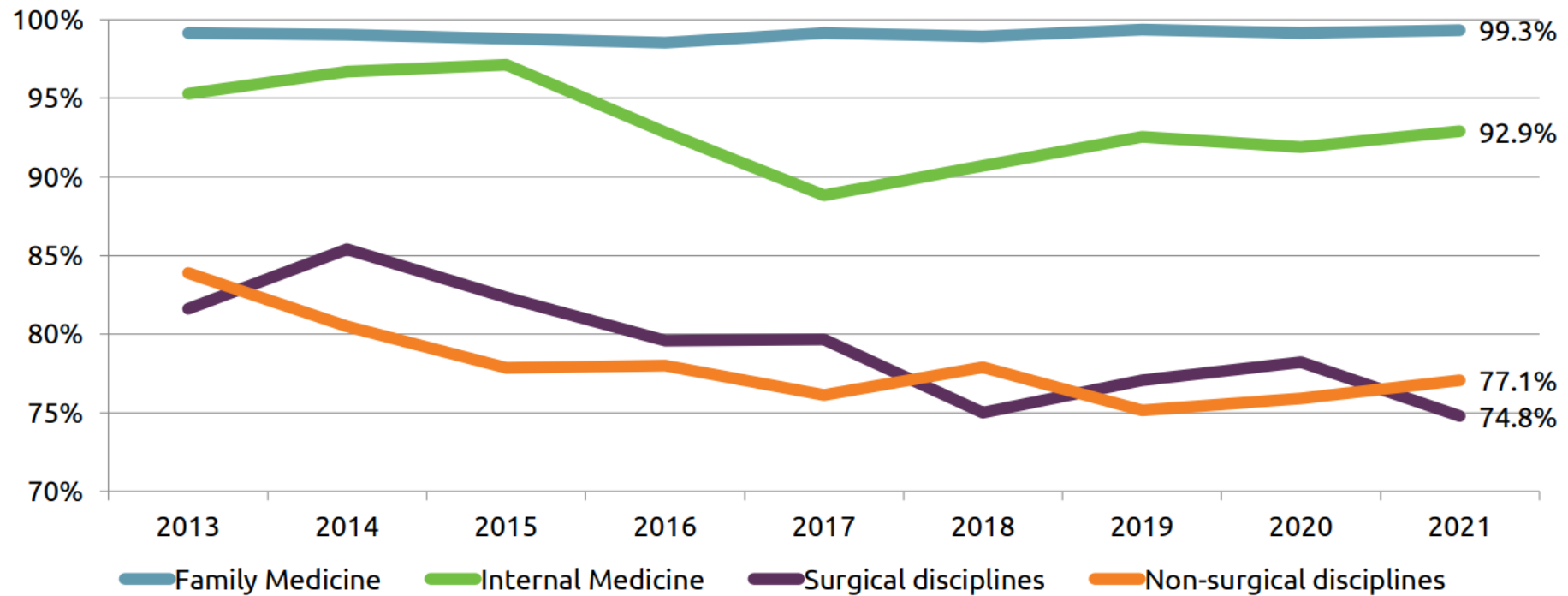
Positions/Applicant first choice discipline

1st iteration

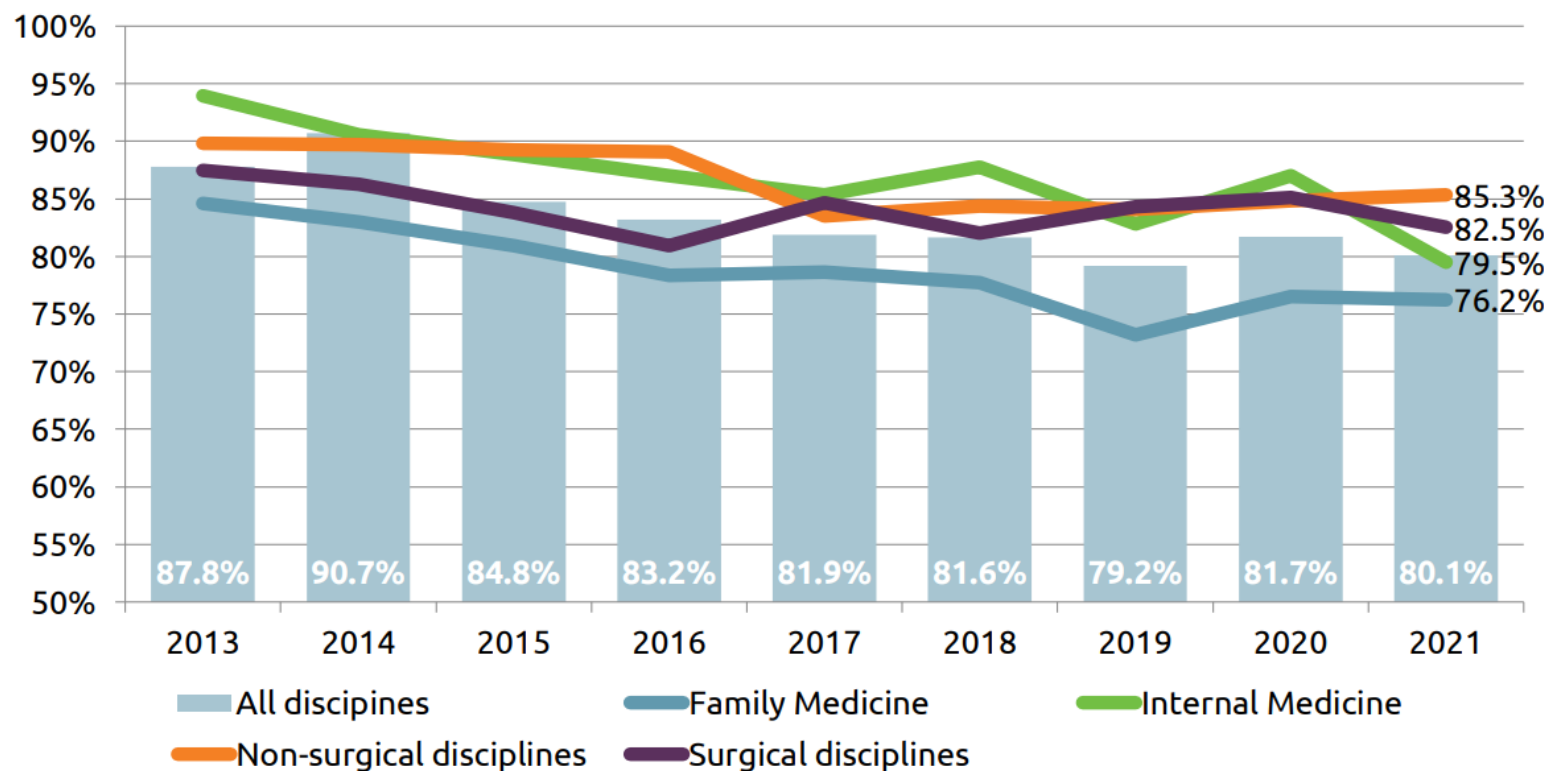
2021 CMG first choice discipline compared to availability (supply < demand)



CMGs matched to first choice discipline, by discipline group



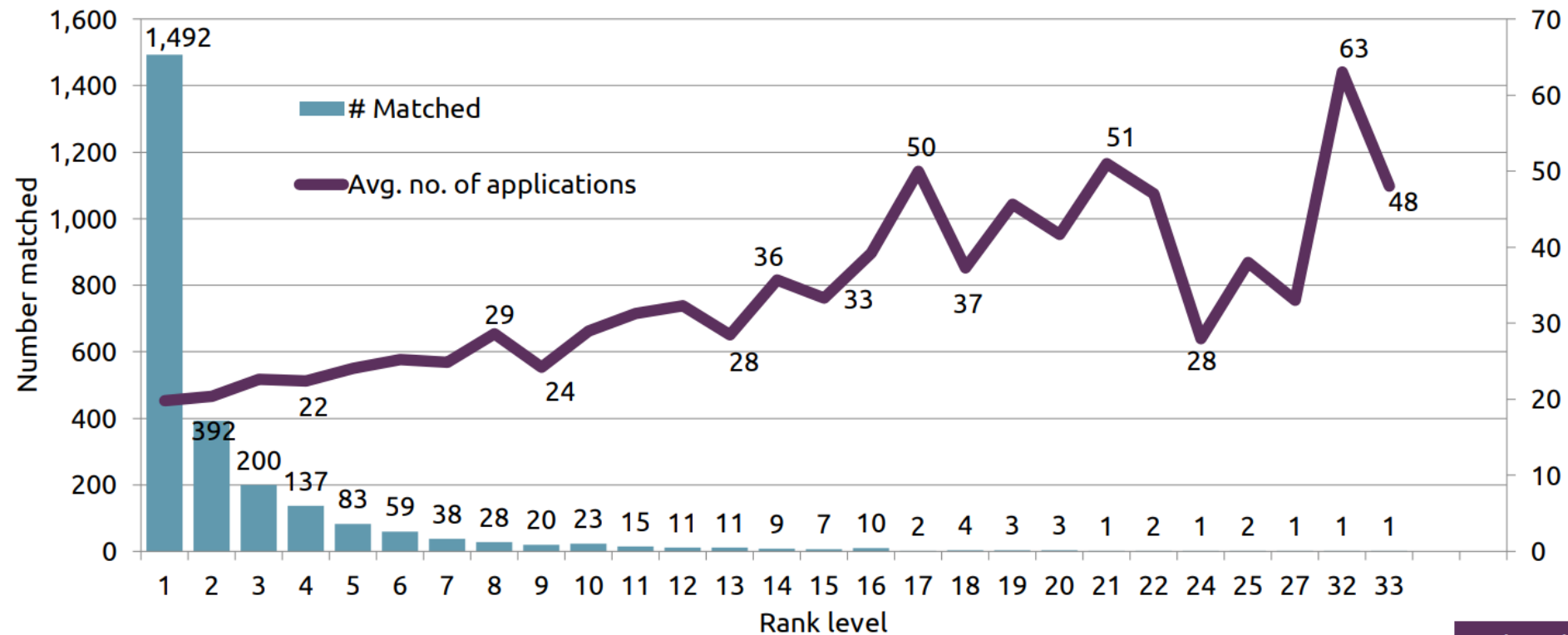
CMGs matched to one of their top three program choices



Program choice 2021	
1st	57.3%
2nd	15.3%
3rd	7.5%
4th	5.3%
5th	3.4%
6th	2.2%
7th	1.6%
8th +	7.4%

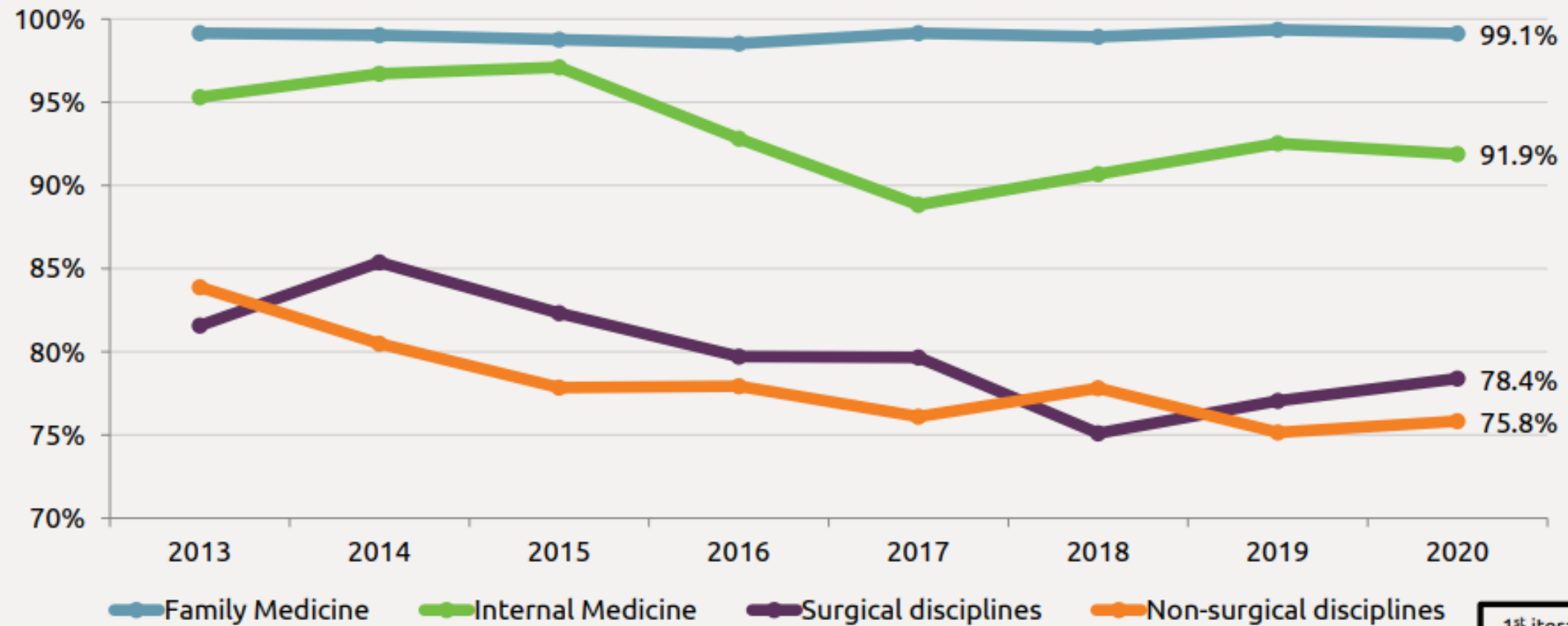
1st iteration

2021 CMG individual matched rank results



1st iteration

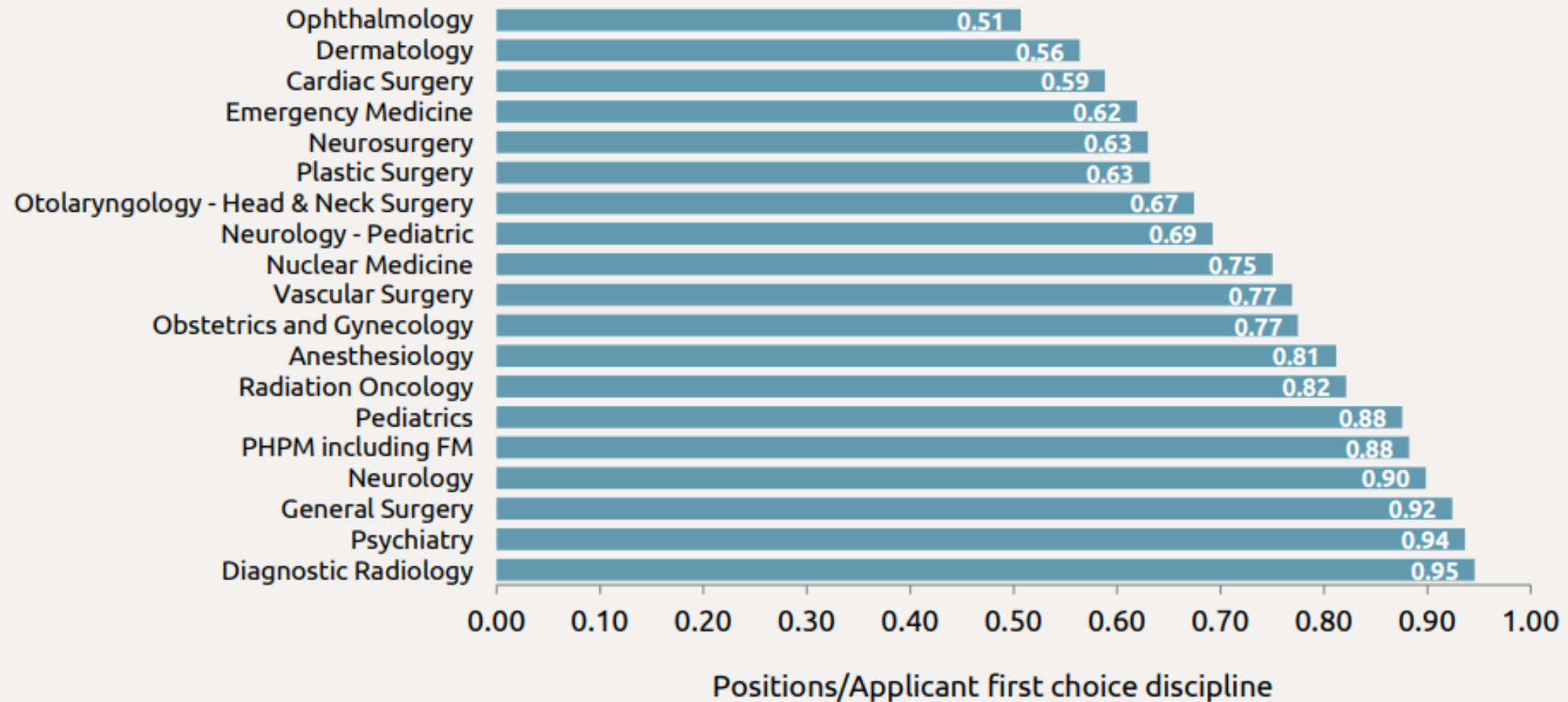
CMGs matched to first choice discipline, by discipline group



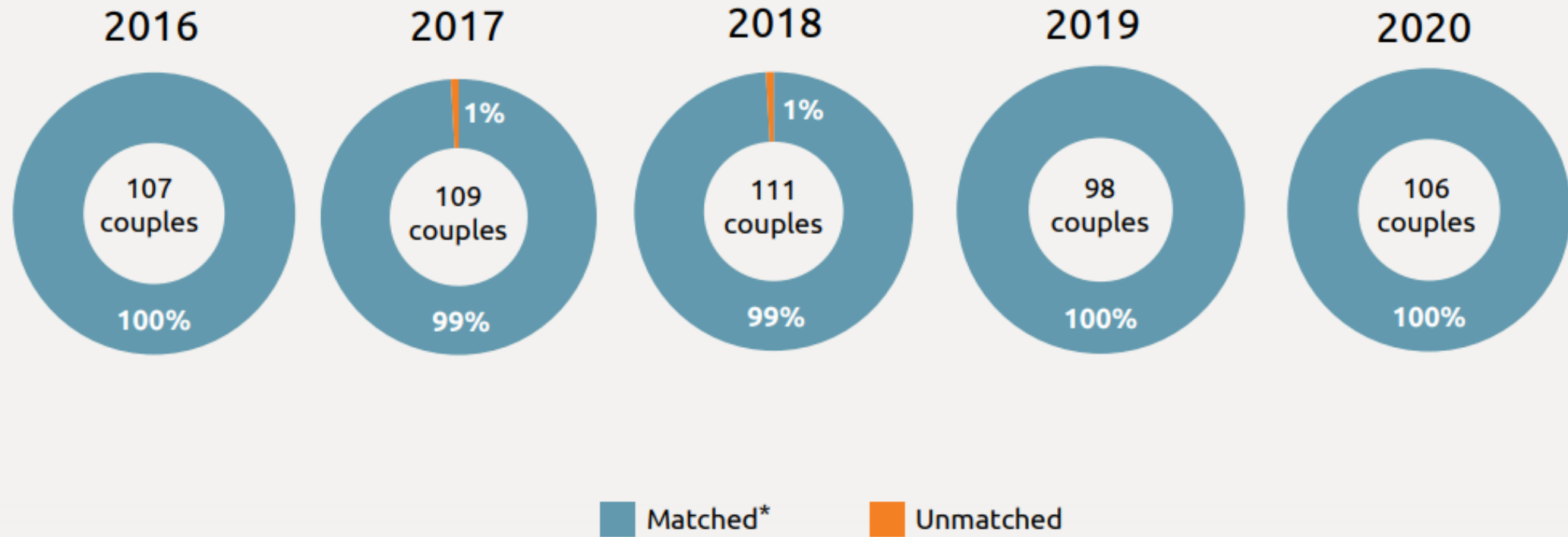
Top 10 CMG discipline choices

First choice disciplines	2018	2019	2020	Change from 2018
Family Medicine	33.2%	33.2%	32.4%	-0.8%
Internal Medicine	14.2%	15.7%	15.4%	1.2%
Psychiatry	6.5%	7.0%	7.5%	1.0%
Pediatrics	5.3%	6.4%	6.0%	0.7%
Anesthesiology	5.0%	5.1%	5.2%	0.2%
Emergency Medicine	4.2%	4.1%	4.3%	0.1%
Obstetrics and Gynecology	3.8%	4.0%	3.8%	-0.1%
General Surgery	4.1%	3.2%	3.1%	-1.0%
Diagnostic Radiology	2.8%	2.6%	3.1%	0.4%
Ophthalmology	2.4%	2.0%	2.5%	0.1%

First choice discipline compared to availability (supply < demand)



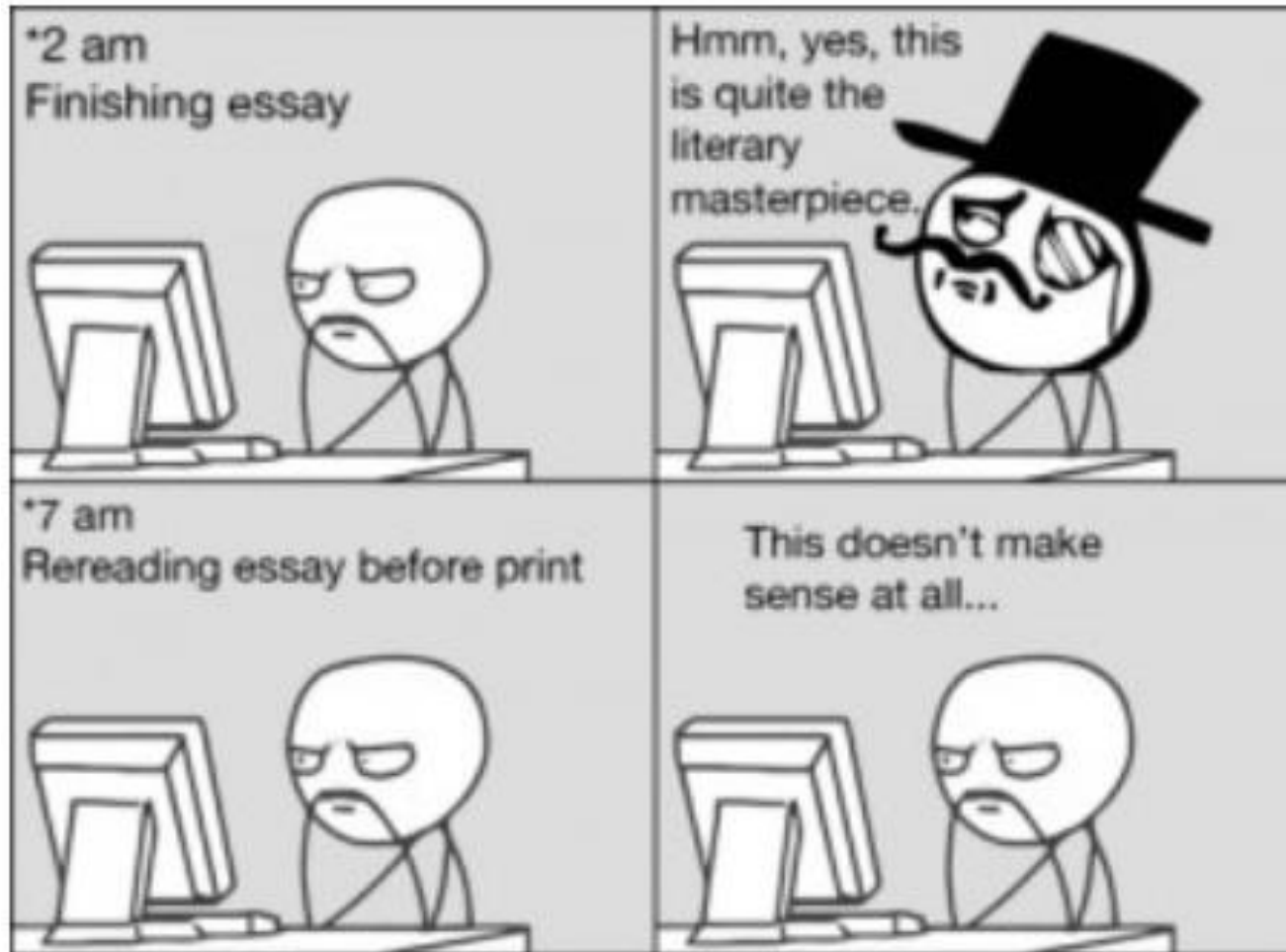
CMG couples match rates



*Includes couples that matched only one partner

<https://www.carms.ca/the-match/how-it-works/couples/>

CaRMS Application



The Medical Student Performance Record (MSPR)

- Major examinations*
- Precis of In-Training Assessment Reports (ITARS) detailing strengths and areas for improvement and other assessments
- Comments on the student's professional behavior
- Student awards/distinctions

CV Template



John Smith
Address
phone
email

Education

2019 Doctor of Medicine
 Faculty of Medicine, Memorial University of Newfoundland, St. John's, NL

20xx Other

Academic Awards and Honours

20xx

20xx

20xx

Electives and Selectives

- | | |
|--|--|
| <ul style="list-style-type: none">• Family Medicine, MUN, St. John's, NL• Family Medicine, MUN, Iqaluit, NU• Palliative Care, Queen's University, Kingston, ON | <ul style="list-style-type: none">• Radiology, MUN, St. John's, NL•• |
| <ul style="list-style-type: none">•• | <ul style="list-style-type: none">• Pending•• |

Research and Scholarly Activity

20xx

20xx

20xx

20xx

Work experience

20xx

20xx

20xx

Volunteer and Extra-Curricular Activities

20xx

20xx

20xx

Professional Development

20xx Physician Leadership Training

20xx Neonatal Resuscitation

20xx Conflict Management Training

Memberships

- | | |
|---|---|
| <ul style="list-style-type: none">• NLMA• CMA• CFMS | <ul style="list-style-type: none">• AMA•• |
|---|---|

Interests

- | | |
|---|---|
| <ul style="list-style-type: none">• Cycling• Power lifting | <ul style="list-style-type: none">• Woodworking• Cooking |
|---|---|



John Smith
Address
phone
email

Education

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 Faculty of Medicine, Memorial University of Newfoundland, St. John's, NL

20xx Other

Academic Awards and Honours

20xx

20xx

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Electives and Selectives

- | | |
|--|----------------------------------|
| • Family Medicine, MUN, St. John's, NL | • Radiology, MUN, St. John's, NL |
| • Family Medicine, MUN, Iqaluit, NU | • |
| • Palliative Care, Queen's University,
Kingston, ON | • |
| | Pending |
| • | • |
| • | • |

Research and Scholarly Activity

20xx

20xx

20xx

20xx

Work experience

Volunteer and Extra-Curricular Activities

20xx

20xx

20xx

Professional Development

20xx Physician Leadership Training

20xx Neonatal Resuscitation

20xx Conflict Management Training



Memberships

- NLMA
- CMA
- CFMS

- AMA
-
-

Interests

- Cycling
- Power lifting

- Woodworking
- Cooking

Personal Letter

- Components
 - ***Programs may require very specific content and word count and this may vary from year to year.***
- In general:
 - Introduction and background
 - Statement of interest regarding
 - The specialty
 - The program
 - The city
 - *Information specifically requested by the program*

Personal Letter

- What makes your letter memorable and moving?
 - Personal examples
 - Life challenges
 - Career changing clinical experiences
 - Exceptional mentors
 - Rewarding or satisfying accomplishments
 - ***Keep a journal!***

Personal Letter

- Tips
 - Avoid broad, judgmental comments
 - *“I decided not to pursue surgery because I value patient relationships”*
 - Back up your statements with “evidence”
 - Give specific examples
 - Explain “discrepancies” in your application
 - Ex. Contradictory electives, absences, poor evaluations on the MSPR

Reference Letters

- Strong content
- Strong author
- Consider asking people who have given you an exceptional evaluation
- Ask “would you feel comfortable writing me a strong letter of reference for...?”
- You can start asking now
 - See CaRMS website for info regarding early submission of letters

References



- DEFINITELY... give them NOTICE 😊
- Before you ask
 - Tell them you're very interested in this particular program (and be ready to say why)
 - Give a heads-up that you will ask them to be a referee in several weeks time (this initiates conversation, maybe a mini-interview)
 - You will have to stay sharp to stay impressive
 - The remainder of your time with this person will be enhanced
 - more open to spend time with you
 - watch you more carefully
 - more interested in teaching you

References

Since these people are taking time to do you a favour...
...make it as easy as possible on them!

- Allow sufficient time to complete the task
- Provide CV (résumé) and personal letter
- Provide link to CaRMS in an email (outline for writing letter is on website)
- Ask AGAIN when their memory of you is fresh
- When the CaRMS deadline is approaching for reference letters, break out the thank-you cards!
 - It's a polite reminder to get the show on the road!!

Interviews

- Many schools are offering virtual interviews, in light of the pandemic travel restrictions.
- 2022?
- Student Affairs will coordinate a mock interview opportunity through the CMA for applicants, typically in December prior to your match.
- Check with recent grads and on-line for examples of common questions.
- [MedCAREERS site – interviews](#)

BPAS: Insights from 2020 program descriptions

Interview behaviour that could prevent an applicant from being ranked

BPAS enhancements to program descriptions for the 2020 R-1 match asked programs to indicate what behaviour exhibited during the interview process might prevent an applicant from being ranked.

Behaviours identified by programs	Number of programs	% of programs
Did not attend, Performance not competitive	2	0.3%
Unprofessional	3	0.4%
Unprofessional, Did not attend	54	7.9%
Unprofessional, Did not attend, Other	6	0.9%
Unprofessional, Did not attend, Performance not competitive	394	57.9%
Unprofessional, Did not attend, Performance not competitive, Other	135	19.8%
Unprofessional, Performance not competitive	3	0.4%
None indicated	83	12.2%
Other	1	0.1%

What if I don't match in the first round?

- Immediate support from Student Affairs
- Second iteration
 - Timelines are quick
 - Be available for interviews
- Med8999
- <http://www.med.mun.ca/Med-Careers/MedCAREERS/Unmatched-Student-Resources.aspx>

The US Match

- <http://www.nrmp.org/>
- Match Day March 15
- <http://www.nrmp.org/applicant-support/>
- **The NRMP automatically withdraws from the Main Residency Match any applicant who obtains a position in the CaRMS first iteration.**
- **After the Main Residency Match concludes, NRMP sends to CaRMS a list of applicants who obtained positions so that CaRMS can withdraw those applicants from the second iteration.**

The US Match

- Though not a requirement of the matching service, most schools will require the USMLE
 - Refer to programs for specific requirements.

Question period