

# MedCAREERS II

## Early Preparation for the Match

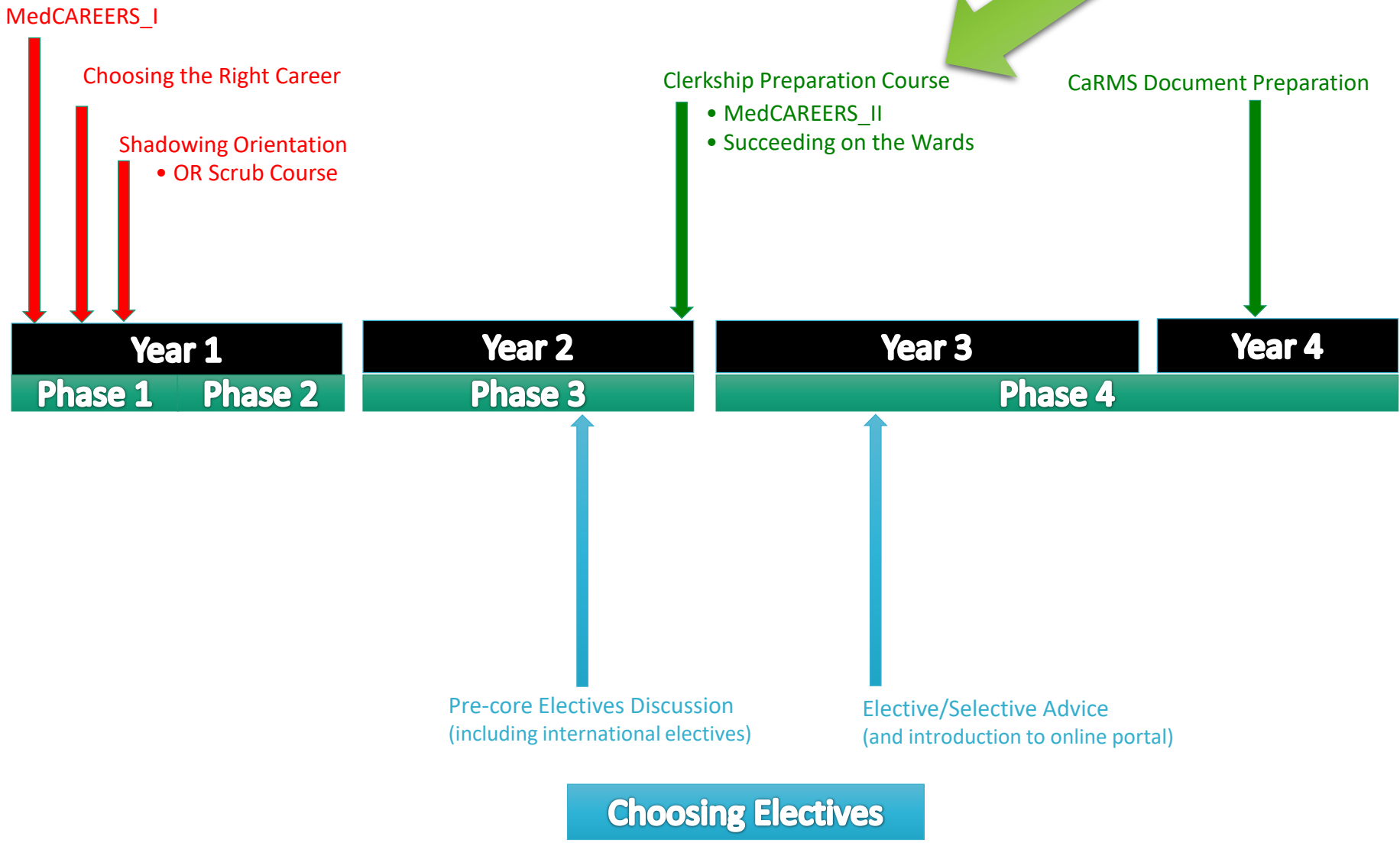
Dr. Teri Stuckless

# 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



# 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 through 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,

# Medical School

## Clinical Practice

## Non-clinical Practice

Bioinformatics  
Laboratory Research  
Biotechnology  
Public Health/Policy  
Others

## Indirect Patient Care

Radiology  
Pathology  
Laboratory Medicine

## Direct Patient Care

### Surgical

General Surgery  
CT Surgery Neurosurgery  
Orthopedics  
Vascular Surgery  
Plastic Surgery

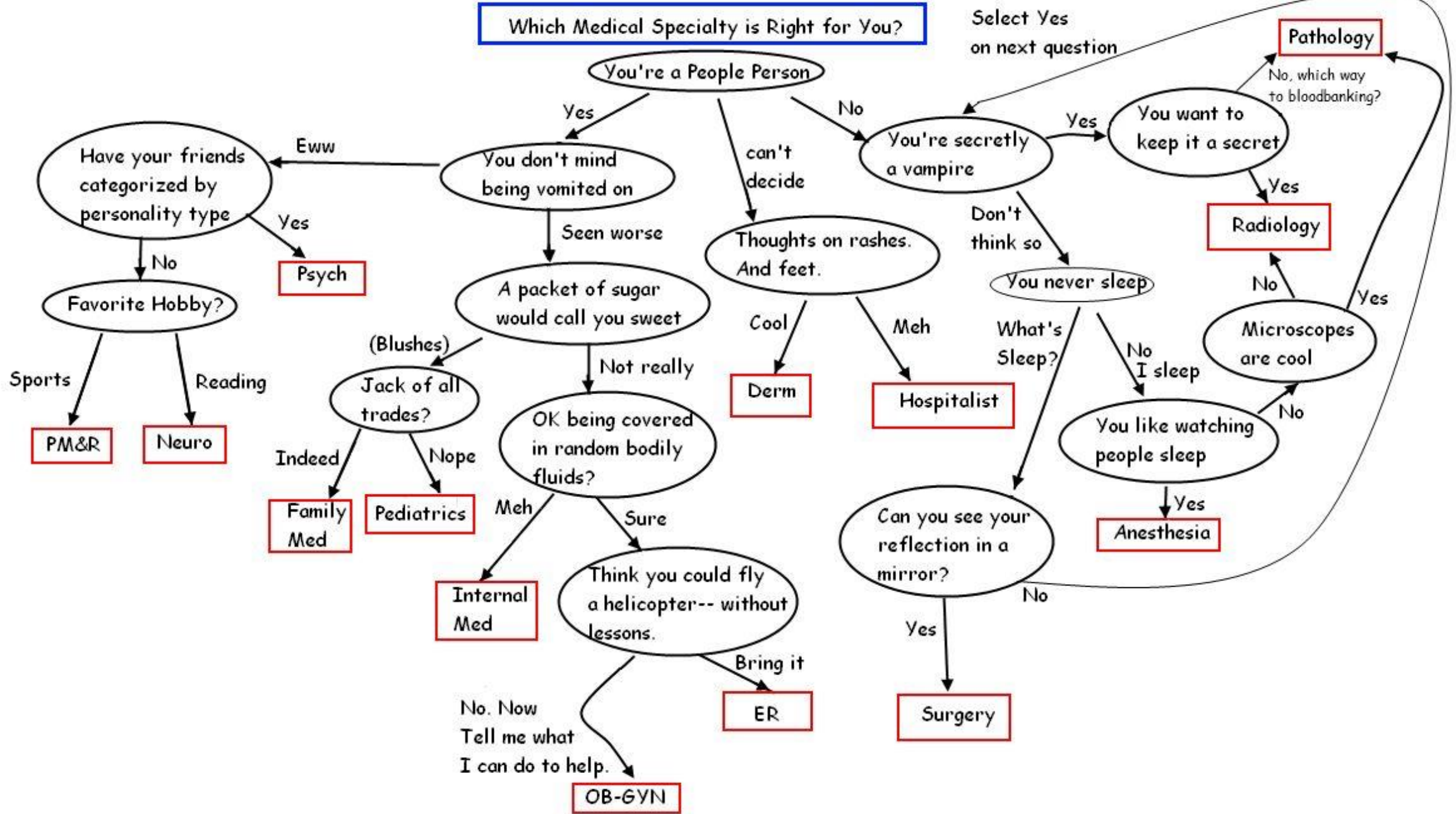
### Mixed

ENT  
Ophthalmology  
Urology  
Ob/Gyn  
Anesthesia  
Dermatology  
EMed

### Medical

Internal Medicine  
Pediatrics  
Family Medicine  
Neurology  
Psychiatry  
Radiation Oncology

# 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

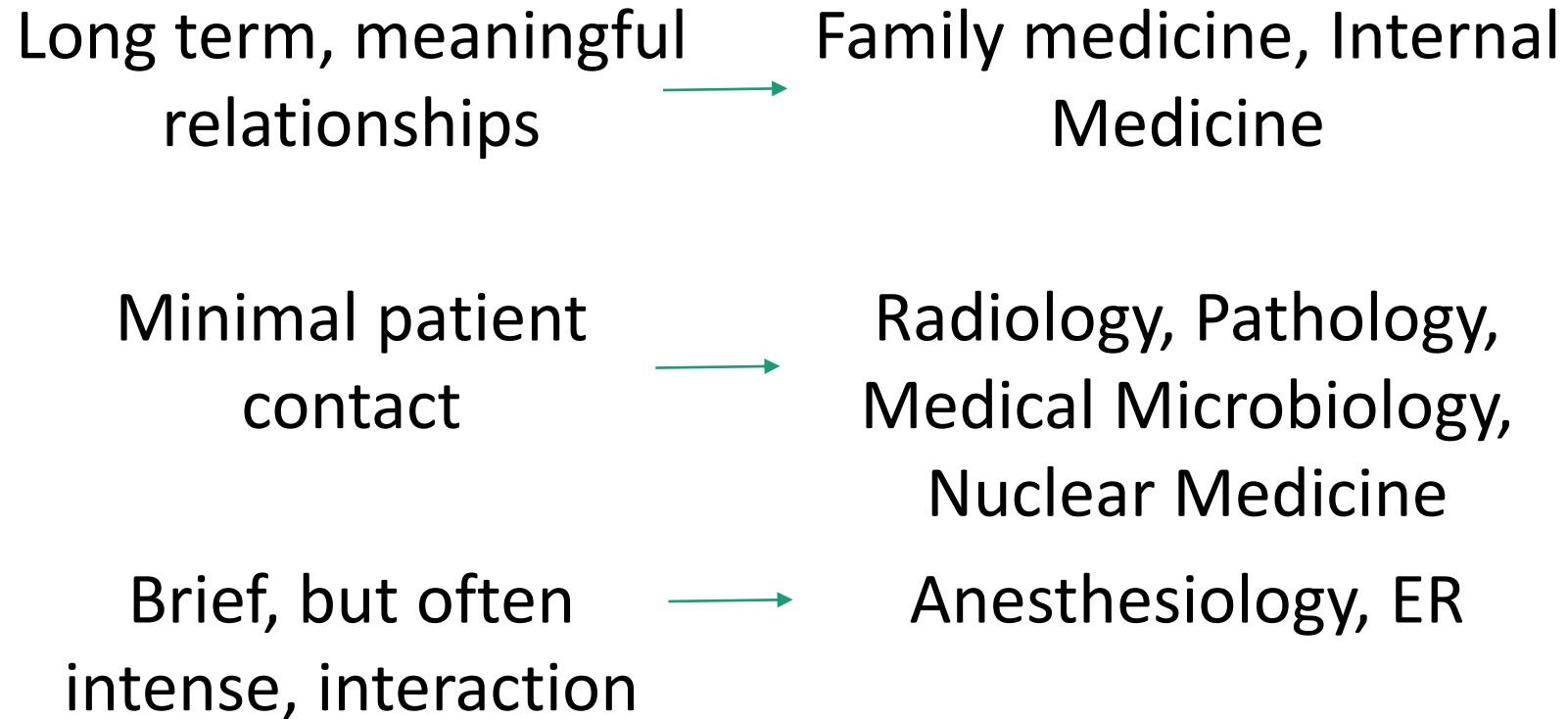
Mixed            ENT, Ob/Gyn, ER, Anesthesia

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?



# 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

? ?

# 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/](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 (typical)

- September – CaRMS Online opens
  - Log-in information will be emailed to all graduating students.
- October – Program selection opens
  - Selection of programs and assignment of documents starts
- November – Application and reference Letters
  - Application and document assignment deadline
- Early January – February – Interview period
- February – Rank lists due
- March - MATCH DAY!

# CaRMS timelines (pandemic)

**The 2021 R-1 match timeline is currently under review.**

The Association of Faculties of Medicine of Canada (AFMC) Resident Matching Committee (ARMC) is developing a new timeline that will see some milestones and deadlines shifted later in the year to accommodate schedule changes resulting from the COVID-19 pandemic. A revised timeline will be posted once approved.



**In the interim, the [AFMC Board](#) has made the following decisions regarding the 2021 R-1 match timeline:**

- The Last Day of the Application Period: February 7, 2021
- The File Review Period: February 8 to March 5, 2021
- The Virtual Interview Period: March 8 to March 28, 2021
- The Second Iteration Match Day will be no later than: May 18, 2021

# The Match

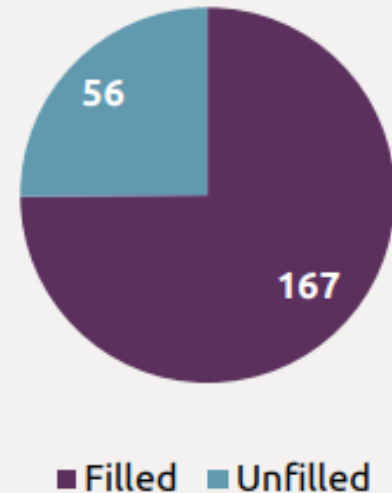
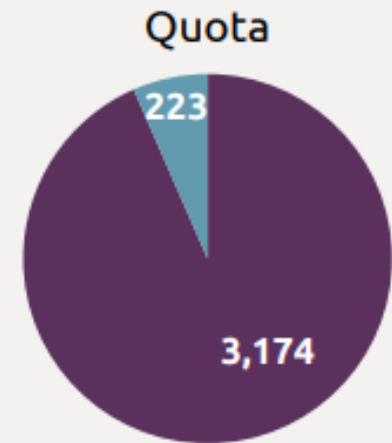
<https://www.carms.ca/pdfs/2020-carms-forum.pdf>

	Registrants	Inactive/ withdrawn	Active applicants	ROL not submitted	Final participants*
CMG	3,031	20	3,011	13	2,998
USMG	68	8	60	13	47
IMG	2,085	263	1,822	389	1,433

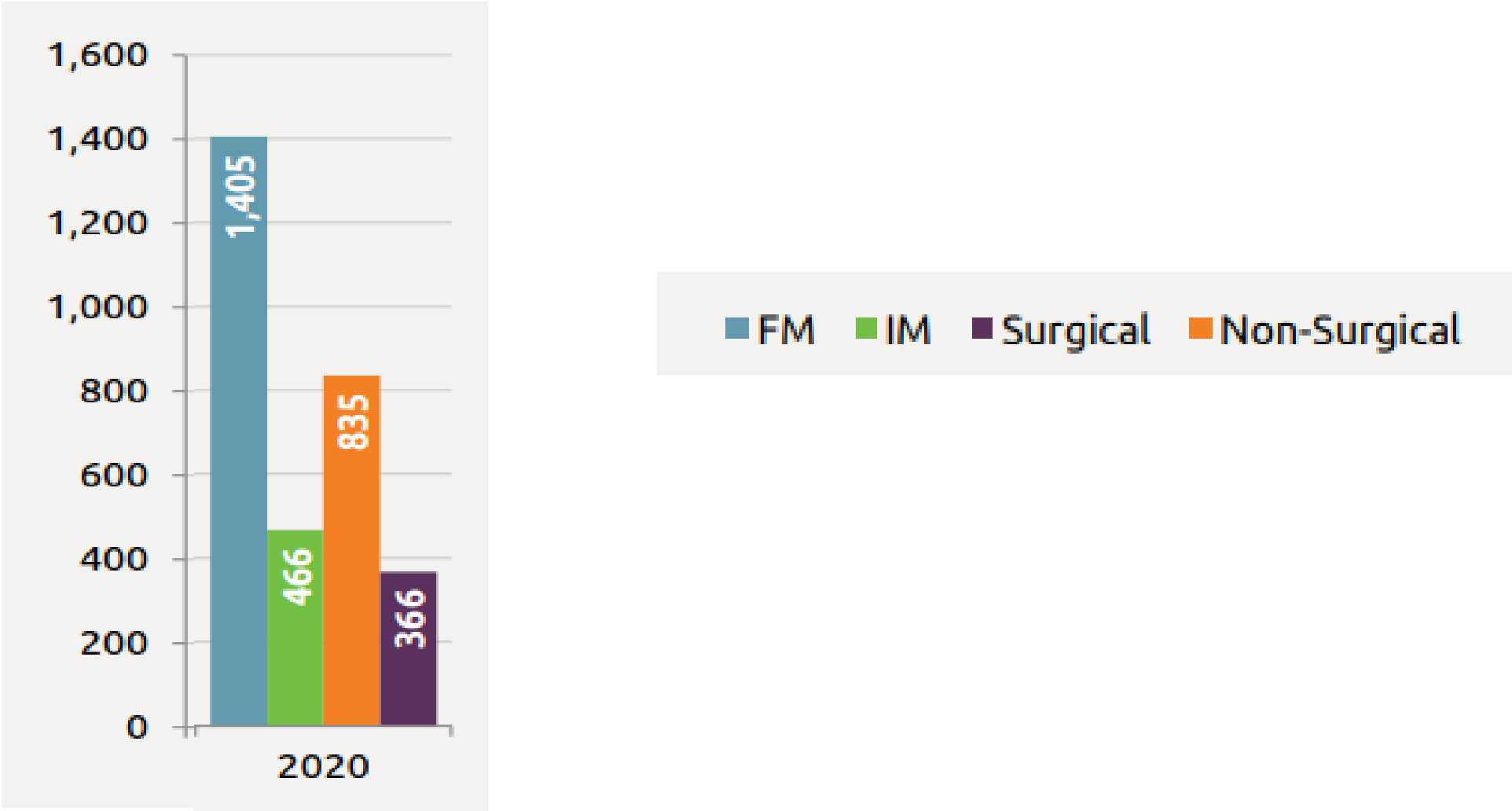
# 2020 R-1 match national highlights

First iteration						
Applicant type	Current year graduates			Previous years graduates		
	Matched	% Matched	Unmatched	Matched	% Matched	Unmatched
CMG	2,745	95.2%	137	48	78.7%	13
USMG	23	57.5%	17	1	50.0%	1
IMG	100	61.3%	63	257	23.9%	820

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	74.2%	25	5	25	49.2%	31
USMG	1	50.0%	1	2	1	50.0%	3
IMG	12	38.7%	19	45	4	7.5%	608

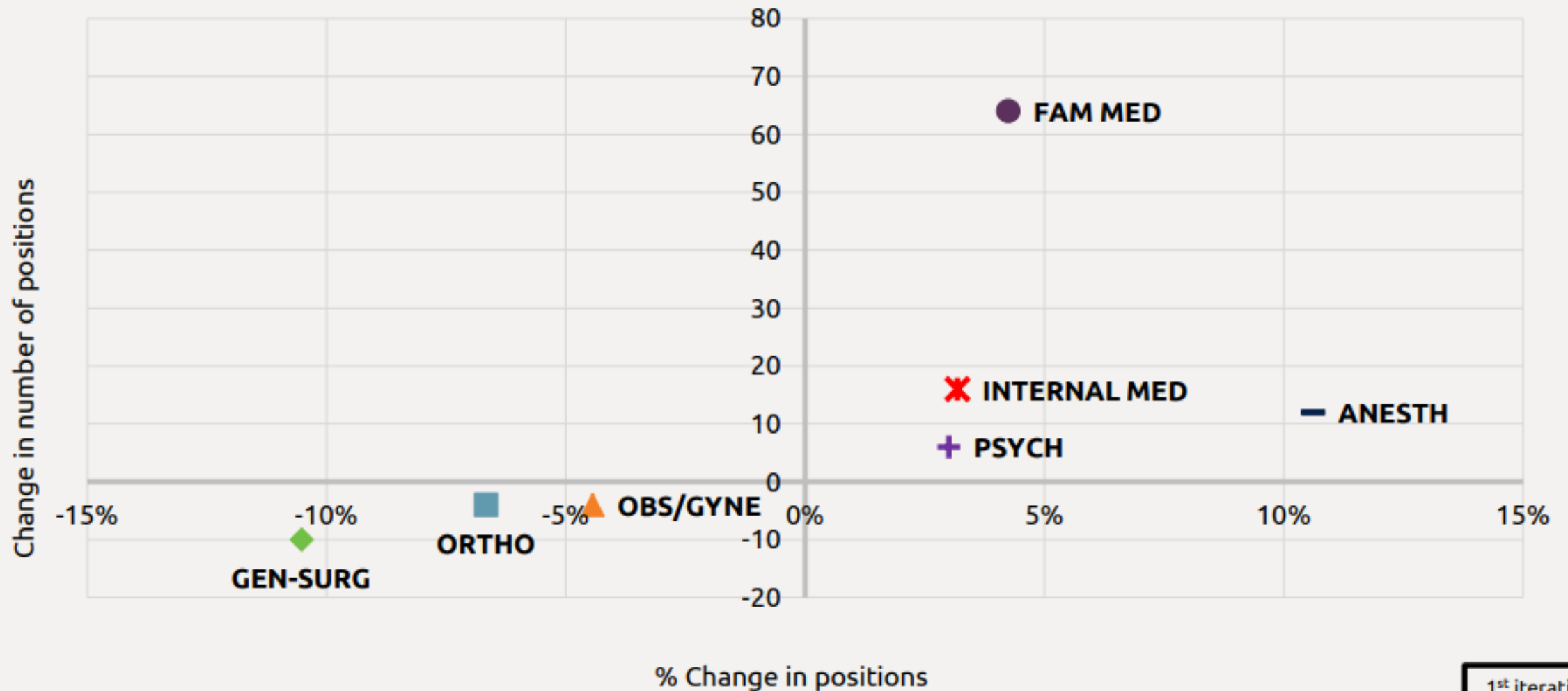


# Positions offered for CMGs, by discipline group, CaRMS 2019



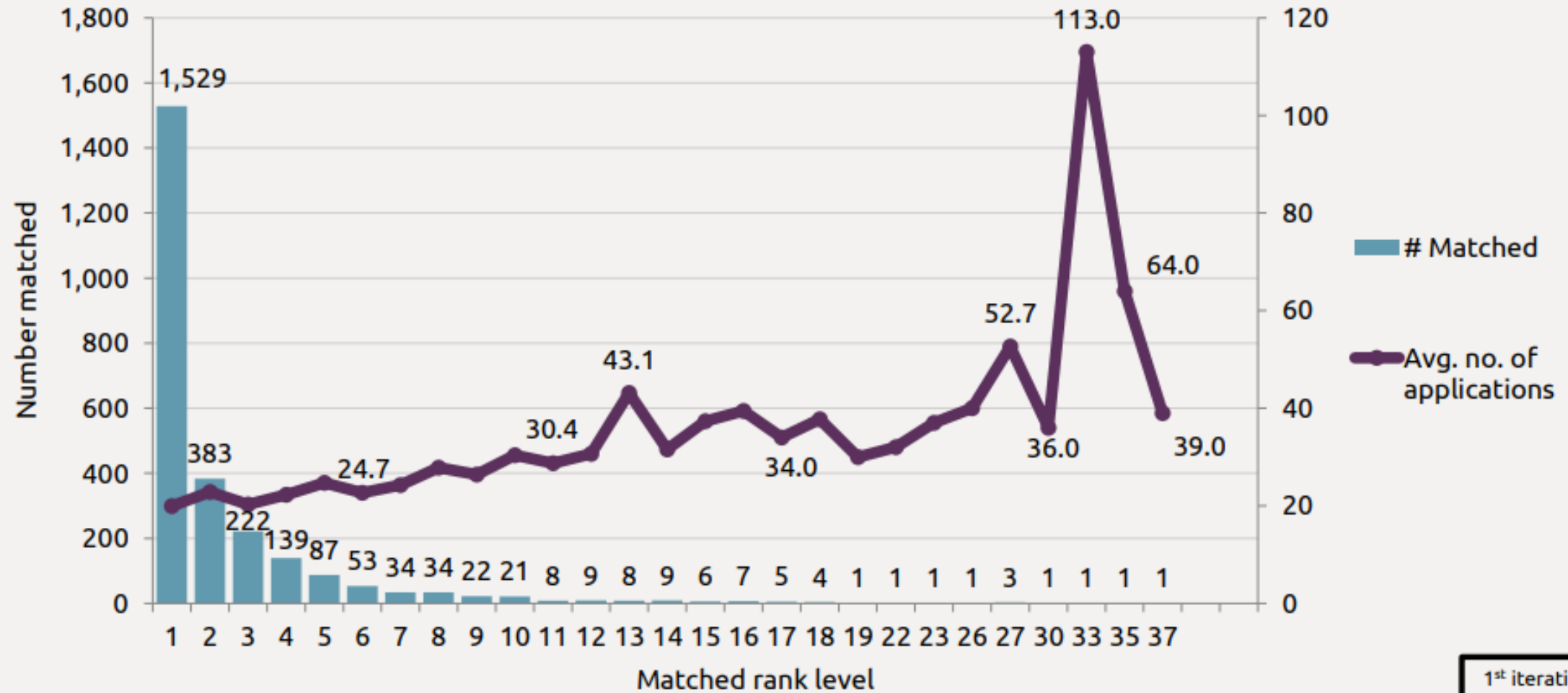


# Change in discipline quota, 2015 vs 2020



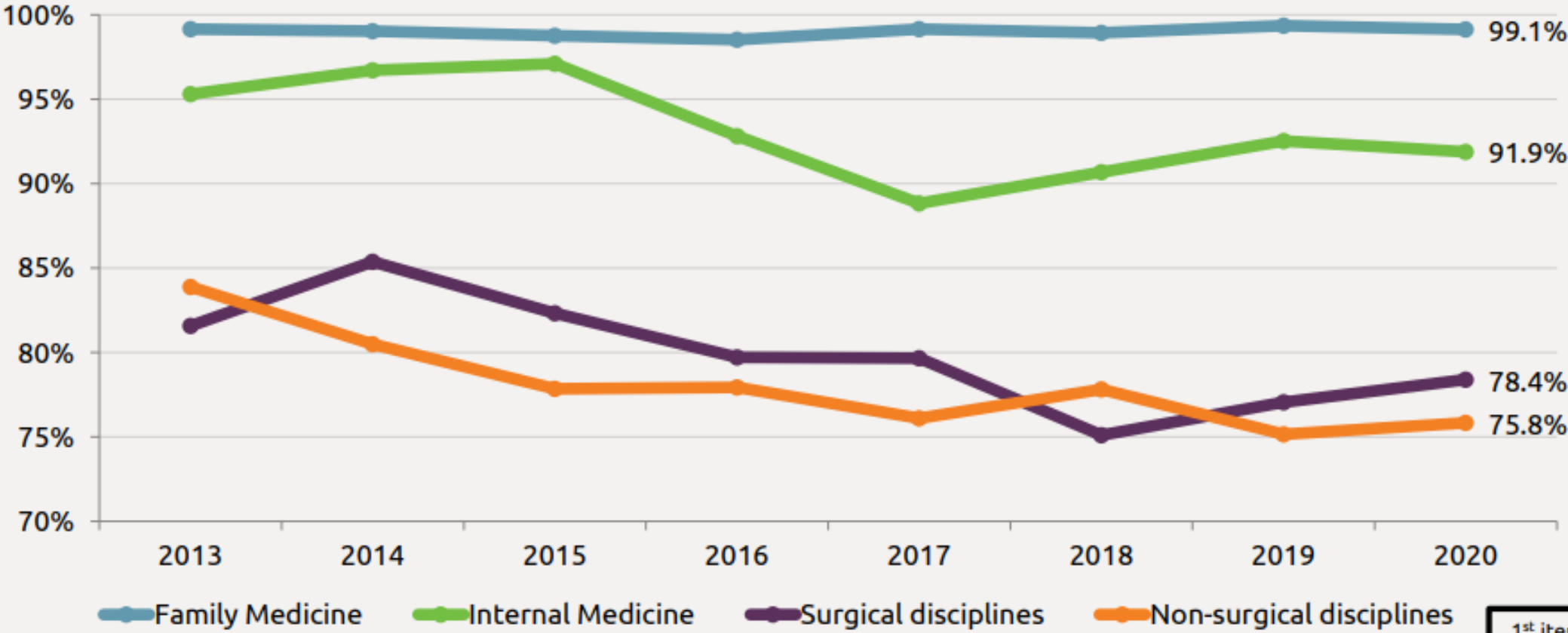


# 2020 CMG individual matched rank results



1<sup>st</sup> iteration

# CMGs matched to first choice discipline, by discipline group

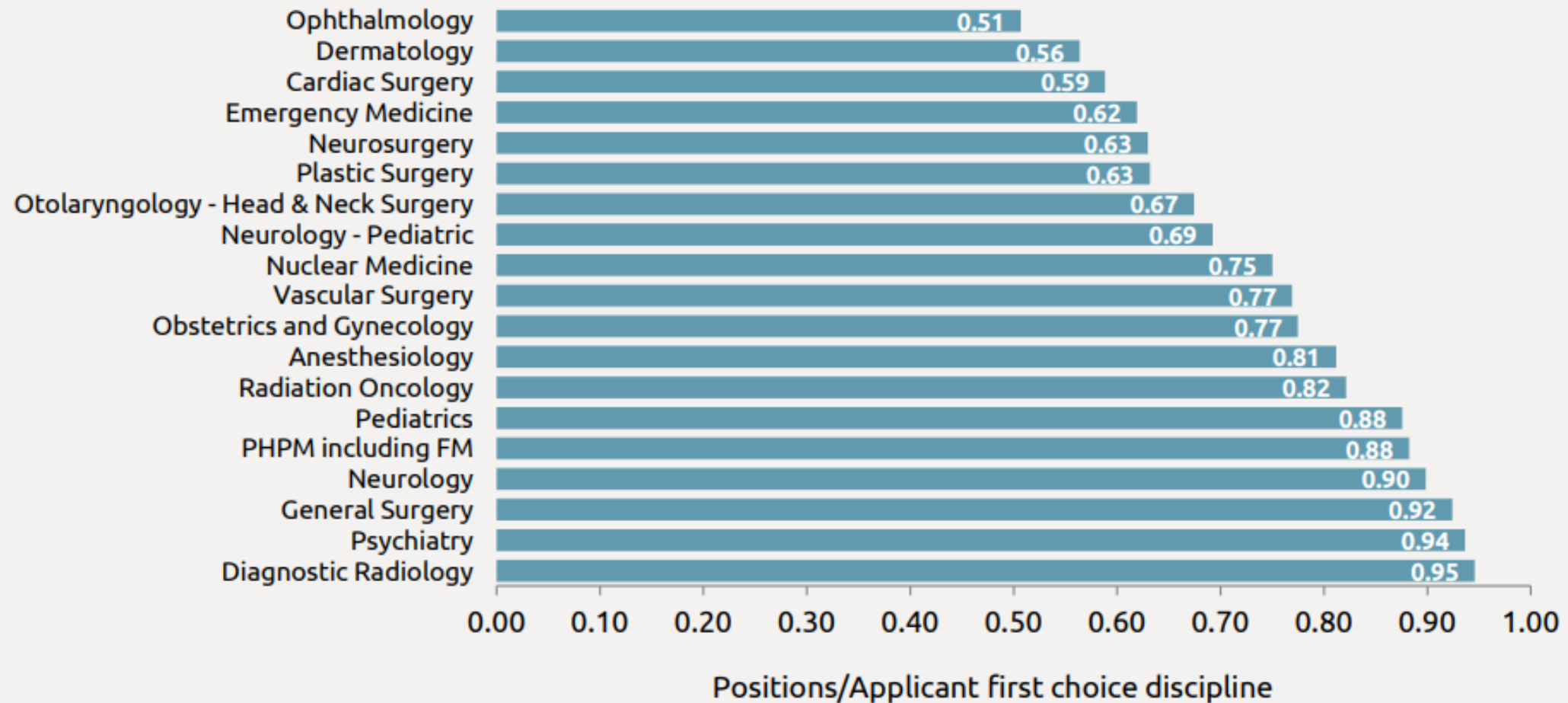


1<sup>st</sup> iteration

## Top 10 CMG discipline choices

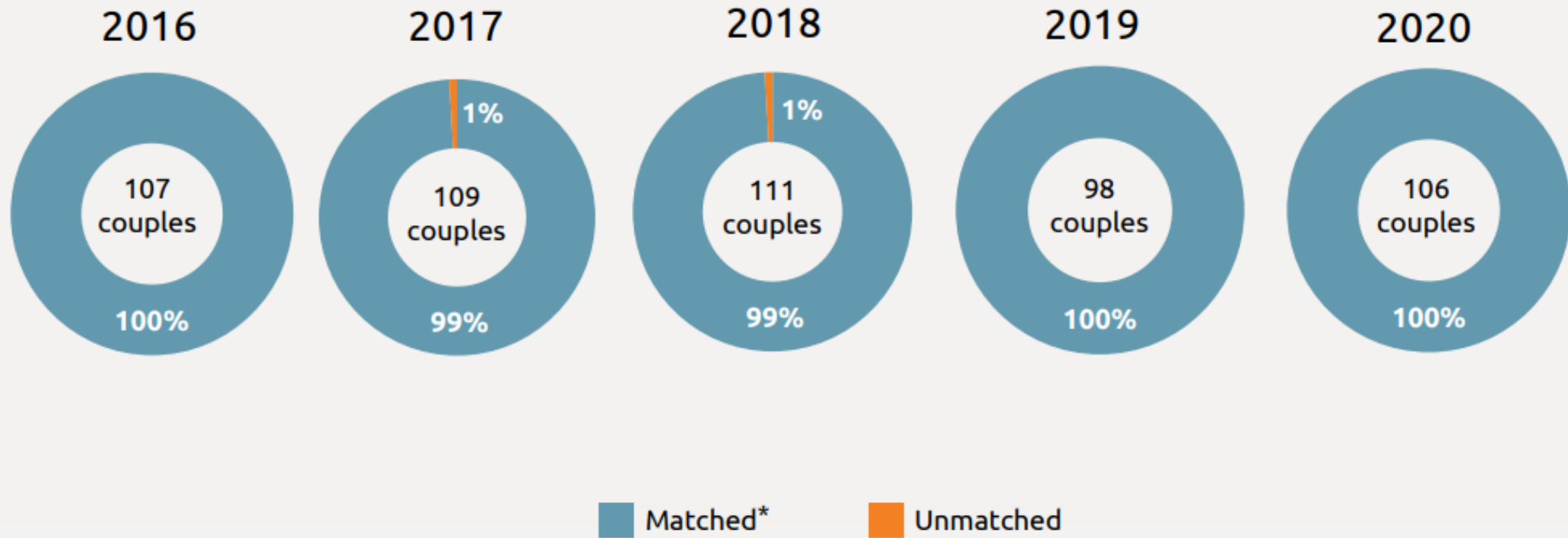
First choice disciplines	2018	2019	2020	Change from 2018
Family Medicine	33.2%	33.2%	32.4%	-0.8%
Internal Medicine	14.2%	15.7%	15.4%	1.2%
Psychiatry	6.5%	7.0%	7.5%	1.0%
Pediatrics	5.3%	6.4%	6.0%	0.7%
Anesthesiology	5.0%	5.1%	5.2%	0.2%
Emergency Medicine	4.2%	4.1%	4.3%	0.1%
Obstetrics and Gynecology	3.8%	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)



1<sup>st</sup> iteration

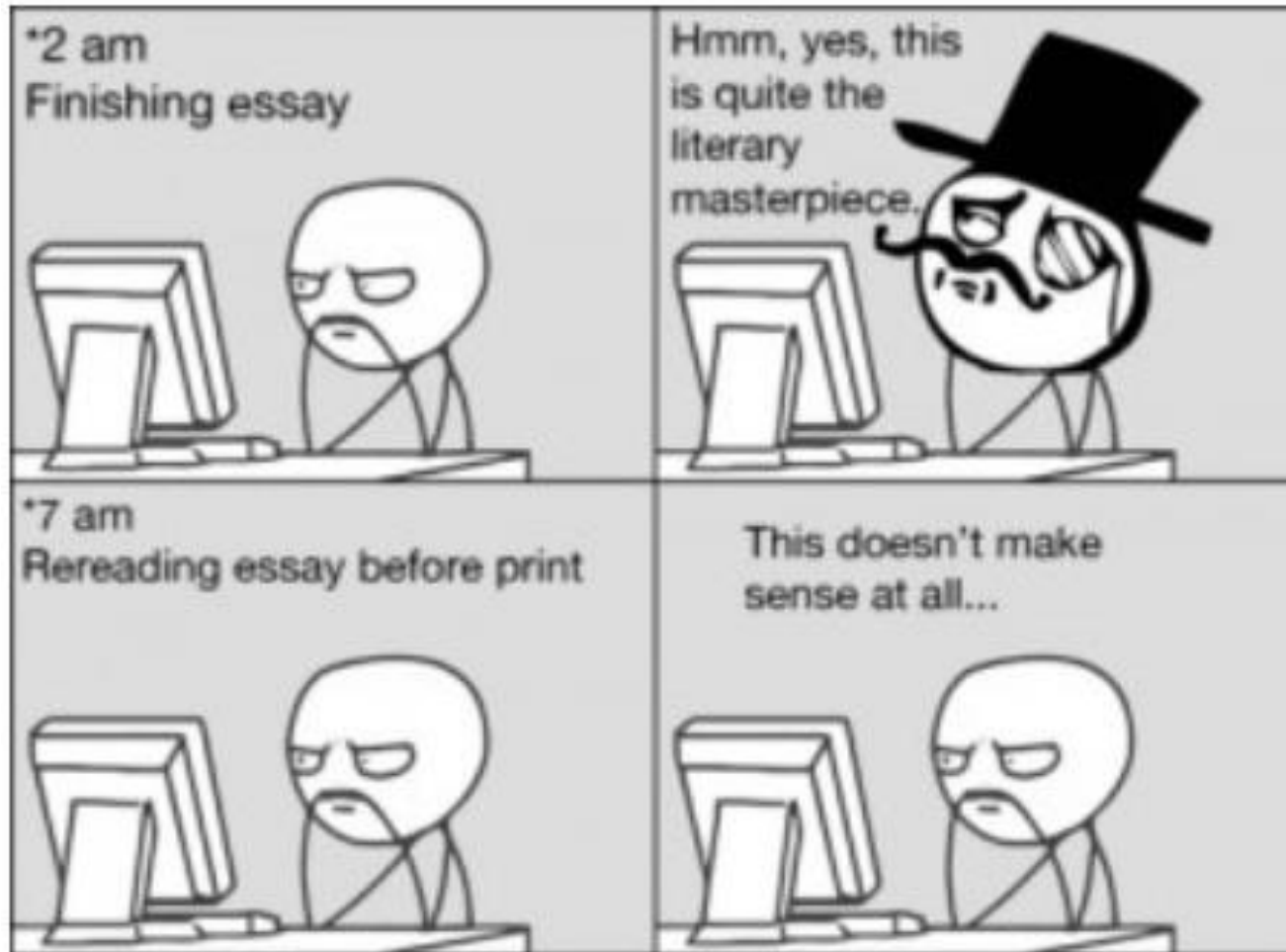
## CMG couples match rates



\*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

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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

---

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

---

- NLMA
- CMA
- CFMS
- AMA

### Interests

---

- Cycling
- Power lifting
- Woodworking
- Cooking





**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**

---

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