



American University of the Caribbean

School of Medicine

The Match Handbook for 2012

Residency Placement Information
For AUC Students

**U.S. Administrative Office:
Medical Education Administrative Services**



American University of the Caribbean

School of Medicine

Congratulations
on having come this far!

**Should you have any comments or questions regarding this handbook
or the residency Match process, please contact:**

U.S. Administrative Office:
Medical Education Administrative Services
901 Ponce de Leon Boulevard, Suite 700
Coral Gables, Florida 33134
(305) 446-0600, ext.1054 • (305) 444-6791 fax
alumni@aucmed.edu

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Introduction: Paths to Residency

As a student/graduate of a foreign medical school, you can:

Apply to several residency programs through a matching service such as:

- a. ERAS/NRMP/ACGME Partnership a.k.a. "The Match"
(for most Allopathic/M.D. residency programs)
- b. ERAS/AOA Partnership
(for most Osteopathic/D.O. residency programs)
- c. ERAS/AUA Partnership
(for Urology residency programs)
- d. ERAS/Military Partnership
(for Army and Navy residency programs)
- e. Air Force Service
(for Air Force residency programs)
- f. San Francisco Match/Central Application Service a.k.a. "Early Match"
(for Neurological Surgery and Ophthalmology residency programs)
- g. CaRMS
(for residency programs in Canada)

And you can also...

PreMatch:

As an international medical graduate (IMG) you have the opportunity to prematch. That is, you can accept an offer for a residency position outside of the aforementioned matches. This only applies to IMGs.

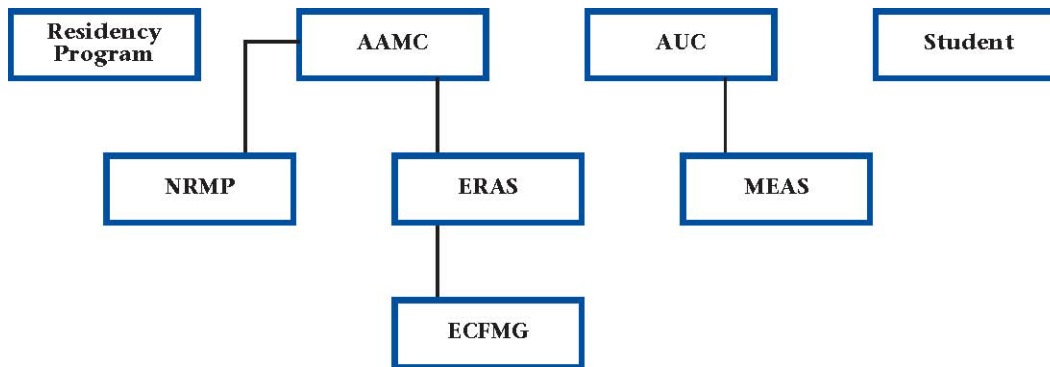
“The Match” Application Process

AS AN AUC STUDENT, YOUR PURSUIT OF A RESIDENCY WILL INVOLVE SEVERAL ENTITIES:

- NRMP National Resident Matching Program, or the “Match”
- ERAS Electronic Residency Application Service (administered by AAMC)
- ECFMG Educational Commission for Foreign Medical Graduates
a.k.a. AUC’s “Designated Dean’s Office” (ERAS Support Services)
- MEAS Medical Education Administrative Services

PARTIES INVOLVED IN “THE MATCH” PROCESS

YOU WILL NEED TO:



- Research residency programs (*a good place to start is FREIDA Online — see Useful Links*)
- Write a Personal Statement
- Update your CV
- Request Letters of Recommendation from your attendings, preceptors, program directors
- Register with ECFMG (*and upload information, including photo, through OASIS*)
- Apply to ERAS
- Apply to NRMP
- Submit Transcript and MSPE requests to MEAS

THE ERAS/NRMP MATCHING SERVICE REQUIRES:

- | | |
|-----------------------------------------------|----------------------------------------------------|
| • Application forms and payment | <i>provided by student</i> |
| • Personal Statement | <i>provided by student</i> |
| • CV (<i>curriculum vitae</i> a.k.a. resumé) | <i>provided by student</i> |
| • Picture | <i>provided by student</i> |
| • USMLE/Board Scores | <i>provided by student/ECFMG</i> |
| • Letters of Recommendation | <i>provided by writers (attendings, directors)</i> |
| • MSPE Letter (Dean’s Letter) | <i>provided by AUC/MEAS</i> |
| • Transcript | <i>provided by AUC/MEAS</i> |

Resources for “The Match” Process

USEFUL LINKS:

ERAS	http://www.aamc.org/students/eras/start.htm
ECFMG	http://www.ecfm.org
NRMP	http://www.nrmp.org/
MEAS	http://www.aucmed.edu/alumni/residencymatch.html
OASIS	https://oasis2.ecfm.org/#1
FREIDA	http://www.amaassn.org/ama/pub/category/2997.html
MEAS	http://aucmed.edu/clinical/residency-support-network.html

CONTACTS AT MEAS

The following AUC/MEAS staff members are involved in the residency matching application process:

Dial (305) 446-0600, Ext....

- 1011 for Mollie King who processes Transcript requests
- 1060 for Nicole White who processes MSPE requests*
- 1048 for Silvia Sanchez who processes USMLE scores
- 1012 for Lizbeth Juan who processes Rotation Evaluations
- 1054 for Sophia Pino for general residency or match questions

**Note: Chief Academic Officer Dr. Bruce Kaplan, or Dean of Clinical Sciences Dr. Paul Schnatz will approve and sign MSPE letters.*

MATCH TERMINOLOGY

Main Match: You registered for the NRMP Match service and you will be notified in March that you obtained a residency position through their matching service.

Pre Match: You registered for the NRMP Match service, but obtained a residency on your own, i.e., outside of NRMP’s matching service, prior to February of your match year. If you accepted an offer subsequent to an interview and you no longer need NRMP’s matching service, you will need to withdraw from the Main Match by February, otherwise you will be in breach of your match agreement.

Post-Match/”Scramble”: You registered for the NRMP Match service, but you were notified in March that you did not get a match. You then have the opportunity to compete for unfilled residency positions in what is appropriately called “The Scramble.”

Independent Applicants: International/Foreign Medical Students/Graduates. Unlike American Students/Graduates, Independent Applicants are allowed to PreMatch.

TYPES OF RESIDENCY POSITIONS:

Categorical position: offers full residency training required for Board Certification in a particular specialty.

Preliminary position: offers 1-2 years of training, often prior to entry into advanced specialty programs. Can also be called an internship. Surgery and internal medicine training programs can offer preliminary positions in addition to categorical positions.

Transitional Year: another kind of preliminary year training program or “internship.” The objective of the Transitional Year is to provide a well balanced and broad based clinical year program of graduate medical education in multiple clinical disciplines. A Transitional Year can be ideal training for many types of PGY2 or Advanced training programs.

***There is a difference between the Preliminary Position and the Transitional Year. The Preliminary Position is focused on a particular field, such as Internal Medicine or Surgery. The Transitional Year provides a broader exposure to different fields whereby the resident rotates through cores and electives much like he/she did in medical school.

Advanced positions: Positions that do not begin until one to two years after the match and are in specialty

programs that require completion of 1 or more years of preliminary training. You may apply for these, but you must also apply for the required years of preliminary training. Specialties in this category include but are not limited to Urology, Ophthalmology, Dermatology, and Neurology.

NON-NRMP MATCH DETAILS:

The more specialized, non-NRMP matches are highly competitive. Most programs will only consider Step 1 scores of over 230. For more detailed information on the application process, please contact the Office of Alumni Relations.

San Francisco Match: Also known as the “early match.” Matches participants interested in neurology, neurosurgery, pediatric neurology, ophthalmology, otolaryngology, and plastic surgery. If you would like to participate in the San Francisco Match, you must also register for the NRMP Match for your preliminary year. The San Francisco Match only matches for advanced positions. You must check with the individual programs for deadlines for the submission of documents. These deadlines differ from the NRMP deadlines, so you must be diligent about securing and submitting documents on time.

Urology Match: The Urology Match is for participants interested in urology residencies. To participate, you must go to the American Urology Association’s website (www.auanet.org) and look up the list of participating programs. You must then contact the individual programs and request their application materials. In addition, you may also have to register for the main NRMP Match, so be sure to check with the individual programs.

Military Match: The military match is available to armed forces and civilian medical students. It is, however, unusual for IMGs to match in the military match, particularly if they were not in the military prior to attending medical school. For more details, please see <http://www.mods.army.mil/medicaleducation/>. The military match also takes place in mid December, so the deadlines will be different than that of the NRMP. See the resources section for more contact information.

Canadian Residency Matching Service: Also known as CaRMS. The CaRMS process is similar to the NRMP and both services utilize ERAS. For guidelines and instructions for participating in the Canadian Match, please consult www.carms.ca. Also, if you are applying for residency in Canada, you must sit for the Medical Council Evaluating Examination (MCCEE). Only Canadian citizens or permanent residents may apply to CaRMS.

MINI GLOSSARY

AAMC	Association of American Medical Colleges
ACGME	Accreditation Council for Graduate Medical Education
AMA	American Medical Association
AOA	American Osteopathic Association
AUA	American Urological Association
CV	<i>curriculum vitae</i> , a.k.a. resumé
ECFMG	Educational Commission for Foreign Medical Graduates a.k.a. the “Designated Dean’s Office” for AUC students and all students/graduates of foreign medical schools
ERAS	Electronic Residency Application Service
FCVS	Federation Credentials Verification Service (<i>created by the FSMB to verify physician credentials for licensing by state medical boards</i>)
FMG or IMG	Foreign/International Medical Graduates (<i>AUC graduate students</i>)
FREIDA	Fellowship and Residency Electronic Interactive Database (AMA website)
FSMB	Federation of State Medical Boards (<i>non-profit organization that represents the medical boards of the United States and its territories</i>).
IMG or FMG	Foreign/International Medical Graduates
MEAS	Medical Education Administrative Services (<i>AUC’s U.S. Administrative Office</i>)
MSPE	Medical Student Performance Evaluation, formerly known as the Dean’s Letter
NBME EXAM	National Board of Medical Examiners exam
NRMP	National Resident Matching Program
OASIS	Online Applicant Status and Information

CALENDAR OF IMPORTANT ERAS/NRMP DATES

July 1/2011	ECFMG begins distributing tokens ERAS begins accepting applications for March 2011 NRMP Match MEAS begins accepting MSPE and Transcript requests for NRMP Match
Aug. 15	NRMP begins accepting student applications for March 2011 Match
Sept. 1	Students may begin applying to ACGME residency programs
Sept. 30	MEAS Deadline for MSPE and Transcript requests for NRMP Match Recommended Deadline for taking Step II CK and CS
Nov. 1	ERAS releases MSPE letters to ACGME residency programs
Nov. 30	NRMP Deadline for applications
Dec. 31	Final Deadline for taking Step II CK and CS
Jan. 15/2012	NRMP begins accepting Rank Order Lists
Feb. 22	NRMP Deadline for Late Registration
Feb. 22	NRMP Deadline for Rank Order List certification
Feb. 22	NRMP Deadline if you need to Withdraw from the match
March 12–16	Match Week
Mar. 12	NRMP notifies applicants to let them know IF they matched. Unfilled program list is released. Unmatched applicants may begin applying to unfilled programs. Supplemental Offer and Acceptance Program (SOAP) begins
Mar. 14	SOAP offers begin at 12 noon EST
Mar. 16	NRMP Match results are released. SOAP concludes at 5pm EST
Mar. 17	Hospitals begin sending appointments to matched applicants
July 1/2012	Residency begins

TIMELINE OF RECOMMENDED STEPS

Prior to July

Research programs at FREIDA Online: <http://www.amaassn.org/ama/pub/category/2997.html>

If you are applying for residency in California, make sure you have started all the proceedings for your PTAL or “California Letter” which is required for all applicants to California residencies. Details will be discussed further in the section on state licensure. Begin requesting up to four letters of recommendation—have them sent to ECFMG.

Note: ERAS permits only four letters of recommendation to be transmitted to each program. The MSPE letter (Dean’s Letter) does not count as a letter of recommendation.

Complete rotations you’d like included in your MSPE letter

Have ready/prepare: Personal statement Updated CV

You can send your Personal Statement and CV for review and editing to MEAS. If you are interested in this, please be sure to submit these by June 15.

July – August

Complete rotations for which you’d like letters of recommendation

July 1 Get your Token from ECFMG

July 1 Use your Token to Register with ERAS (Get your AAMC# from AAMC)

July 1 Submit digital photograph to ECFMG via OASIS

July 1 Begin ERAS worksheet — **Deadline is Sept. 1**

July 1 Submit your Transcript Request to MEAS — **Deadline is Sept. 30**

July 1 Submit your MSPE letter Request (with CV) to MEAS — **Deadline is Sept. 30**

Note: It is strongly recommended that you not wait until the deadline to submit your request.

September

Sept. 1 ERAS **Deadline** for completing worksheet. Registration for Match 2012 opens
Sept. 2 Begin applying to ACGME residency programs
Sept. 30 MEAS **Deadline** for submitting Transcript request
Sept. 30 MEAS **Deadline** for submitting MSPE request

Verify graduation requirements. *Note: Plan to graduate no later than June in order to begin residency in July. Many programs would prefer that you graduate sooner.*

October

Oct. 15 AUC recommends sitting for USMLE Step 2 by October 15; however to be eligible for the match, USMLE Step 2 scores must be received no later than the actual Rank Order submit date, which is usually the 3rd week in February.

USMLE Step 2 is a critical component for residency placement. In order to score as high as possible students need to have completed all core rotations before sitting for the exam. If a student has not completed all core rotations by Oct. 15 then AUC recommends sitting for the exam by Dec. 15.

Prepare an interviewing schedule. *Note: It is not necessary to complete clinical sciences prior to the interview. It is advantageous; however, to have your Step II results in time for the interview.*

November – January

Use these months to schedule interviews

Nov. 1 MSPE letters are released to ACGME residency programs
Nov. 30 **Deadline** for registering for NRMP Match
Dec. 31 **Deadline** for taking Step II CK and CS
Jan. 15 NRMP begins accepting RankOrder List entries

February

Feb. 22 **Deadline** for Late Registration
Feb. 22 **Deadline** for Rank Order List certification
Feb. 22 If you Prematch, i.e., receive an offer prior to the match, this is the deadline to officially withdraw from the match

March

Begin training licensure paperwork

Mar. 12 NRMP notifies applicants to let them know IF they matched . Unfilled program list is released. Unmatched applicants may begin applying to unfilled programs. S Supplemental Offer and Acceptance Program (SOAP) begins
Mar. 14 SOAP offer rounds begin at 1pm EST
Mar. 16 **Match Day** — NRMP releases match results the third Thursday of March . SOAP concludes at 5pm EST
Mar. 17 Hospitals begin sending appointments to matched applicants

April – May

If you have not yet graduated, verify graduation requirements
Finish training licensure paperwork
Make relocation arrangements if needed

June

Graduation **Deadline** to begin residency July 1. Many programs would prefer that you graduate sooner.

July 2012

July 1 Begin residency

Frequently Asked Questions

ABOUT THE ERAS/NRMP RESIDENCY MATCHING APPLICATION PROCESS

Q. What is a Rank Order List?

A. It is a list of the residency programs that interest you, ranked in the order of your preference.

Q. How many places should I apply to?

A. Apply to as many places as possible, but DO NOT apply to more than one program at the same medical center. DO not apply to any program that you would not want to go to. DO apply to programs in more than one state, especially if you are seeking a competitive residency. Look into places that others may not want to go to, such as rural areas or inner cities. You will gain experience that you wouldn't otherwise get.

Q. Do I need to have my USMLE Step II scores to apply for a residency?

A. Yes and No.

Most programs do not require Step II scores at the time of application or interview; however, they do require that the test be passed by the time the residency begins in July. The deadline to take the USMLE Step II is Dec. 31, but if you plan to apply to a highly competitive program, it would be to your advantage to take Step II sooner rather than later.

Some programs do require that you have your Step II scores at the time of application and/or interview. You must do your research to find out the requirements.

Q. Do I need to graduate before I can apply for a residency?

A. Yes and No.

Most programs do not require that you graduate before applying or interviewing; however, they do require that you graduate before your residency begins in July (*some of the programs would prefer that you graduate before the Match Day in March*). The latest you can graduate is June.

Some programs do require that you graduate before applying or interviewing. You must do your research to find out.

Q. Are AUC students/grads considered “foreign” or “international” students/grads?

A. Yes.

Q. What are the advantages of being a foreign/international medical student/graduate (FMG or IMG)?

A. Programs experiencing a shortage of applicants, for example, Family Practice, will seek out foreign students/grads. Also, unlike their American and Canadian counterparts, foreign students/grads are allowed to “Pre-Match,” which means they can accept residency positions prior to the Main Match, as long as they withdraw from the Main Match by the Feb. 22 withdrawal deadline.

Q. What is the “Designated Dean’s Office” for AUC?

A. ECFMG is the “Designated Dean’s Office” for AUC students and all students/graduates of foreign medical schools.

Q. Where can I find information about the residency programs participating in the match service?

A. There are several resources: The AUC website The ERAS website The NRMP website The AMA website / FREIDA Online The Value MD website: <http://www.valuemd.com/>

A few more things about the application process...

Make sure your application is not just as complete as possible, but also as strong as possible. Show that you are well rounded and personally interested in the field you are applying to. Have it in as early as you can.

Be prepared to answer for any lapses in study time or deficient grades.

Customize your personal statement to each program that you apply to. Sending a generic statement looks just as bad as sending an internal medicine application to a pediatric program. We also offer assistance in writing your personal statement and CV. You may submit CVs and personal statements for review beginning April 15, 2011 until June 15, 2011.

ABOUT USMLE STEPS I AND II

Q. Are my Step scores important?

A. Yes, VERY. Not only do program directors look at your scores, they look to see how many attempts you had to make in order to pass. The first attempt is the most favorable result and a score of 215 or higher is advantageous.

Note: You will not be allowed to retake the exam if you pass with a low score. Also, many programs will disqualify candidates with more than two attempts.

Q. What can I do besides study to score as high as possible on Step I?

A. 1. Enroll in AUC's on campus preparatory class.

2. Take a Study Leave and enroll in one of several review courses—live classes are more helpful than virtual/self-study courses.

3. Take practice exams—there are several to choose from on the Web.

Q. What can I do besides study to score as high as possible on Step II?

A. 1. Enroll in one of several review courses—live classes are more helpful than virtual/selfstudy courses.

2. Take practice exams—there are several to choose from on the Web.

3. Make sure you take the test at the peak of your core knowledge (see below).

Q. When should I take Step II?

A. AUC recommends taking Step II once you have completed your five core rotations.

Sooner is better than later—not only because the information will be fresh in your mind, but also because it gives you a chance to take it again should you fail the first time.

Q. Can I take Step II CK before I complete my cores?

A. No. Students encouraged complete all cores before taking Step II CK. Students must request special permission from the Dean to take the exam prior to finishing their core rotations.

Q. If I fail my Step exam, can I take it again? Yes. However, many programs will disqualify candidates who have taken it more than twice.

Note 1: You will not be allowed to retake the exam if you pass with a low score.

Note 2: AUC will grant a maximum of four academic leaves to study for the USMLE. Remember that you will have to explain to programs if you have extended gaps in your medical education.

Note 3: Most licensing boards require that you take Steps I, II and III within a seven year period.

***Make sure you only take the minimum amount of leaves of absence, as you will have to answer for any gaps in your medical education.

ABOUT LETTERS OF RECOMMENDATION

Q. Whom should I ask for a Letter of Recommendation?

A. You should ask: Clerkship Attendings, Preceptors, Directors — your primary source for LoRs. Research Preceptors — additional and useful. Try to get as many United States rotations as possible. If you plan on staying in the United States, and are not a citizen, try to do at least one year of United States rotations. For Canada bound students, try to secure as many Canadian rotations as possible. Also, try to develop good working relationships with the staff and attendings at the hospitals where you do your rotations.

Q. How many Letters of Recommendation should I obtain?

A. You may upload as many as you want to your ERAS account, but ERAS will transmit a maximum of four letters of recommendation to each program.

Q. How do I submit my Letters of Recommendation (LoR)?

A. You don't—your letter writers (*attendings, preceptors, directors*) submit them.

For Letters Requested After July 1: Letter writers should send them directly to **ECFMG**. You must provide the letter writer with a Document Submission Form (*DSF*) to submit along with your letter.

For Letters Requested Prior to July 1: Letter writers should send them directly to **MEAS** Attn: Sophia Pino (*for temporary holding*). After July 1, students should contact Sophia Pino and request that LoRs and accompanying forms be forwarded to ECFMG.

Note 1: Please advise your writers that LoRs need to be printed on hospital letterhead and signed in blue ink.

Note 2: You will need to provide each writer with an **ERAS Document Submission Form and Letter of Recommendation Cover Sheet**, which they will need to send to ECFMG or MEAS, along with the letter. These forms can be found on the ECFMG and ERAS websites. You will not have access to the document submission form (*DSF*) until you open your ERAS account.

Q. How long does it take for Letters of Recommendation to appear in ERAS?

A. Once ECFMG receives your letters, it can take them a few weeks to scan and upload the information into their system.

Q. Where can I get ERAS Document Submission Forms and LoR Cover Sheets?

A. From the ECFMG or ERAS websites. Please remember that you will not have a document submission form until you have an ERAS account.

ABOUT SUBMITTING A PHOTO

Q. How do I submit my photo?

A. Digital Photos should be uploaded to ECFMG via OASIS

ABOUT TRANSCRIPTS

Q. How can I get my Transcript?

Submit the following to **Mollie King** at MEAS via Fax (305) 444-6791, or email mking@aucmed.edu:
Transcript request form
ERAS document submission form
Payment

Q. Where can I get a Transcript Request Form?

A. You have two choices:
1. Print it from the AUC website: <http://www.aucmed.edu/pdf/mspetranscript/TranscriptRequestForm.pdf>
2. Request it from **Mollie King** at (305) 446-0600, ext. 1011, or mking@aucmed.edu.

Q. How long will it take for the Transcript to appear in ERAS?

A. Transcripts are sent to ECFMG via mail, which then has to scan and upload the information into the system. The process can take a 2-4 weeks.

ABOUT MSPE LETTERS

Q. What is an MSPE Letter?

A. The MSPE Letter, formerly known as the Dean's Letter, is the Medical Student Performance Evaluation.

Q. Does the MSPE Letter count as a Letter of Recommendation?

A. No. Think of it as a detailed report card.

Q. What is included in the MSPE Letter?

A. The MSPE Letter includes the following information:

- Degrees obtained prior to medical school
- Dates of attendance at AUC
- Notice of any Leaves of Absence, Dismissals, Probationary Periods, and Disciplinary Action
- Graduation date or anticipated graduation date
- Basic sciences GPA Class rank at the end of basic sciences
- USMLE Step I score USMLE Step II score (*if completed at time of MSPE request*)
- ECFMG certification status (*you are eligible for certification once you pass Step II and graduate*)
- Written core (NBME) exam status (*it will say Honor, if you honored at least one exam*)
- Clinical rotation locations and overall evaluations along with preceptor's comments
- Unique Characteristics (*a summary of your performance, accomplishments, awards, research, publications, memberships, activities and distinguishing features*)
- Signature of the Clinical Dean or Chief Academic Officer

Q. When is the best time to request an MSPE letter?

- A. 1. Beginning July 1 and no later than September 30, AND
2. When you have received all the scores that you would like included on the letter, AND
3. When you have completed all the rotations and received all the evaluations that you would like included on the letter—a minimum of five rotation evaluations is required for an MSPE.

**Note: It is strongly recommended that you not wait until the deadline to submit your request.*

Q. How long does it take to process an MSPE letter?

A. It takes MEAS 3-4 weeks to process an MSPE request received during the match registration season (*July–Sept.*). The letters are then electronically sent to ECFMG and are uploaded to ERAS within days of their receipt.

Note: MSPE letters are sometimes needed for reasons other than the main match. Requests made in the off season usually take about a week to process.

Q. How do I get an MSPE letter?

A. Submit the following to Nicole White via Fax (305) 444-6791, or email nwhite@aucmed.edu: MSPE request form, updated CV, Unique Characteristics (UC) Questionnaire, and payment (*see form for details*)

Note: A Document Submission Form is no longer required for MSPE letters.

Q. What is a UC Questionnaire?

A. MEAS has crafted a "unique characteristics" questionnaire to "interview" students and help them share additional, pertinent details of their goals and medical school experience.

Q. Where can I get an MSPE request form and the related UC Questionnaire?

A. You have two choices: Print them from the AUC website or request them from Nicole White at (305) 446-0600, ext. 1060, or nwhite@aucmed.edu.

Q. What type of information will I need to include on the MSPE request form?

A. The request form will ask you for the following:

- Contact Information

Student ID and AAMC ID
Status (*student or graduate?*)
Attendance and Graduation Dates
USMLE Scores (*three digit and two digit*) or recent/future test date
Name and Address of Recipients, if other than ERAS
Check payable to AUC or credit card information

Q. How can I know if MEAS has received my MSPE request?

A. MEAS will send an email confirmation within 48 hours of receiving MSPE requests.

Q. Can I see the MSPE letter before it is sent to ERAS?

A. Yes. A FREE pdf copy of the letter will automatically be emailed to you for verification, before it goes to ERAS.

Q. Can I make changes to the Unique Characteristics section of the MSPE letter before it is sent to ERAS?

A. Yes and no.

The information included in the unique characteristics section of the letter is derived from several sources: your scores/grades, performance evaluations, CV, and the questionnaire that you submit to MEAS. **Although you do not get to change the letter to suit your personal taste, spelling mistakes and factual errors should be brought to our attention for correction.**

Q. I don't like some of the clinical evaluation comments on my MSPE Letter—can they be changed/removed?

A. No. Your MSPE is like a report card—none of your evaluations can be omitted. However, we urge you to review your evaluation comments as you receive them at the end of each of your clinical rotations. If you do not receive your evaluations at the end of each rotation, please make sure that you ask to see them and address any issues you may have at that time. Once MEAS receives the evaluation forms, comments will not be changed. In the event of an extreme misstatement or attack on the students' character, race, gender, age, or disability status, a change or removal will be considered. In those situations, we will assess the need for a removal or change on a case by case basis.

Q. How can I make sure that my MSPE letter is the best it can be?

A. 1. Send all the required documents together, not piecemeal.

2. Make certain at the time of your request that you have completed the rotations (*and received the evaluations*) that you would like included in your letter—there is a 5 rotation minimum.

3. Make certain that you have received and read the evaluations for each of your rotations as soon as they are available (*within 30 days of rotation completion*) so that you are not surprised by what appears on the MSPE. Your contact at MEAS for evaluations is Lizbeth Juan, ljuan@aucmed.edu. Remember, comments cannot be changed or amended by anyone other than the preceptor who wrote them. It is imperative that you review the comments and make sure they are correct. It is up to you to contact the preceptor if there is a dispute with the comments.

4. Make certain that the CV you send to MEAS (*and ERAS*) is updated, clear/easy to read, complete with dates and details, and well organized (*with most recent activities at the top of each section*). It should not have any typographical errors, and should include the following:

- Degree information (*including institution, location and graduation date*)
- Employment experience (*for which you get paid*)
- Honors/awards/distinctions
- Research experience
- Abstract/presentation/publication information (*name, dates, brief description of your involvement*)
- Certifications, internships/study abroad programs
- Volunteer/community service activities/medical missions (*that you do for free*)
- Leadership experience memberships/affiliations
- Miscellany (*for example, fluency in several languages*)

5. Submit a Unique Characteristics (*UC*) Questionnaire, which helps us to gather information about your medical school achievements. These can include community service, awards won, researched performed/published, and other distinctions.

ABOUT THE INTERVIEW

Q. What are some tips for doing well in the interview?

- A. 1. Be on time. If you can't be on time, or can't make the appointment at all, contact your interviewer to let them know: you should apologize and have a VERY GOOD REASON for being late or canceling.
2. Look the part. Your appearance does count. Be neat, well groomed, modest/conservative, and professional. An unkempt, goofy or sexually suggestive appearance will get you noticed, but will not get you the job.
3. Act the part. Be positive, friendly, and most importantly, enthusiastic. Criticism and a negative demeanor/attitude/tone will not get you the job.

Learn how to shake hands in a professional manner. Limp or overly firm handshakes are off-putting. Make sure you smile and make eye contact.

Listen carefully, don't interrupt when the interviewer is speaking and avoid these two extremes 1) one word answers and 2) overly long, rambling and tangential responses. Remember to smile.

Be appropriately confident. If you are a little nervous, it's okay to admit it. If you are very nervous, get it under control or you risk showing that you lack confidence in your abilities.

Be gracious. Mind your manners and show respect for the interviewers. Make them feel that you are appreciative of the time they are taking with you.

After the interview, send a short handwritten thank you letter to the committee or Program Director via US Mail.

4. Be prepared. Plan A is to be early, Plan B is to be on time. Practice answering interview questions. Practice "looking" and "acting" the part.
5. Do your homework. Research the program you are being interviewed for. Come prepared with two or three well thought out questions about the program. Well thought out meaning substantive, thoughtful questions, not "How much does it pay?" or "Will I be able to moonlight?"

If possible, research the person who will be interviewing you.

RESIDENCY RESOURCES:

Websites

<http://www.amaassn.org/ama/pub/category/2997.html>: FREIDA website

www.aamc.org: American Association of Medical Colleges

www.aamc.org/students/eras: ERAS Website

www.amsa.org: Website for the American Medical Student Association

www.auanet.org: American Urology Association (Urology Match)

www.careermd.com: Jobs website for physicians

www.carms.ca: Website for CaRMS

www.ecfm.org: ECFMG website

www.nrmp.org: Website for NRMP

www.sfmatch.org: San Francisco Match website

www.studentdoc.com: Website with resources for medical students

www.studentdoctor.net: Website for the Student Doctor Network, an educational organization

www.scutwork.com: Website with reviews of programs and interviews written by medical residents

RECOMENNDED READING

Iseron, Kenneth, **Getting Into a Residency: A Guide for Medical Students**

Le, Tao, Bhushan, V., and Amin, C. **First Aid for the Match: Insider Advice from Students and Residency**

Directors

ORGANIZATION CONTACT INFORMATION:

American Hospital Association: www.aha.org

One North Franklin
Chicago, IL 60606-3421
312-422-3000

American Academy of Family Physicians: www.aafp.org

11400 Tomahawk Creek Pkwy
Leawood, KS 66211-2672
913-906-6000

Army Graduate Medical Education: www.healthcare.goarmy.com

gme@otsg.amedd.army.mil
703-681-4804

American Medical Association: www.ama-assn.org

515 N. State St.
Chicago, IL 60610

American Academy of Neurological and Orthopaedic Surgeons: www.aanos.org

2300 S. Ranch Dr., Suite 202
Las Vegas, NV 89102
702-388-7390; FAX: 702-871-4728

American Academy of Ophthalmology: www.aao.org

P.O. Box 7424
San Francisco, CA 94120-7424
415-561-8500; FAX: 415-561-8533

American Academy of Otolaryngology: www.entnet.org

1 Prince St.
Alexandria, VA 22314-3357
703-836-4444

American Academy of Pediatrics: www.aap.org

141 Northwest Point Blvd.
Elk Grove Village, IL 60007-1098
847-434-4000; FAX: 847-434-8000

American College of Emergency Physicians: www.acep.org

1125 Executive Circle
Dallas, TX 75038-2522
800-798-1822; FAX: 972-580-2816

American College of Obstetricians & Gynecologists: www.acog.org

409 12th St. S.W.,
P.O. Box 96920
Washington, DC 20090-6920
202-638-5577

American College of Physicians/American Society of Internal Medicine: www.acponline.org

190 N. Independence Mall West
Philadelphia, PA 19106-1572

American College of Radiology: www.acr.org

1891 Preston White Dr.
Reston, VA 22091-4397
703-648-8900

American Neurological Association: www.aneuroa.org

5841 Cedar Lake Rd., Suite 204
Minneapolis, MN 55416
952-545-6284; FAX: 952-545-6073

American Psychiatric Association: www.psych.org

1000 Wilson Blvd., Suite 1825
Arlington, VA 22209-3901
703-907-7300

Office of Education, American Urological Association: www.auanet.org

1000 Corporate Blvd.
Linthicum, MD 21090
866-746-4282, ext. 3913; FAX: 410-689-3939

Association of American Medical Colleges: www.aamc.org

2450 N Street, NW Washington, DC 20037-1127
202-828-0400; FAX: 202-828-1125

College of American Pathologists: www.cap.org

325 Waukegan Road
Northfield, IL 60093
800-323-4040 or 847-832-7000; FAX: 847-832-8000

Federation of State Medical Boards of the U.S.: www.fsmb.org

PO Box 619850
Dallas, TX 75261-9850
817-868-4000; FAX: 817-868-4099

National Resident Matching Program: www.nrmp.org

2450 N Street, NW
Washington, DC 20037-1127
202-828-0566 or 866-617-5838; FAX: 202-828-4797

Making a Successful Match — Helpful Tips & Additional Information

HELPFUL TIPS

BE PREPARED AND PLAN AHEAD...

Research the residency programs that interest you. Familiarize yourself with the websites of the parties involved in the match process. Read the information we provide to you. Look up information about the process online. Talk to someone who has participated in the past (*you can ask the AUC Alumni Relations department to provide you with a helpful contact — send your request to alumni@aucmed.edu*).

Prepare all the necessary documents sooner rather than later

Try to take your Step II early enough to have results in by November, the month where most programs begin accessing MSPE letters. Another benefit of taking it early is that, if you fail, you still have time to take it again before the Dec. 31 deadline. Have someone with writing skills proofread your personal statement, CV and application. The Office of Alumni Relations offers a CV and Personal Statement editing service. Don't miss any deadlines — keep a

Match calendar handy and set up electronic reminders Practice your interviewing skills. Be ready to participate in the PostMatch “Scramble” in case you don’t obtain a residency during the Main Match.

A word about social media...

Your residency program will be your employer for the next few years of your life. Be aware that, like many employers today, they may look up your Facebook or MySpace pages, Twitter, blogs and so forth during the screening process. Make sure that there is nothing visible on those pages that can be called into question. Use good judgment when posting photographs, videos, status updates, comments, and blog posts. Make the most of your privacy settings; make items you are unsure of as invisible as possible. Better yet, don’t post anything in questionable taste.

STATES WITH STRINGENT RESIDENCY REQUIREMENTS

California—Complete Forms L1A-L1E to obtain a PTAL a.k.a. “California Letter”

To apply to a residency program in California, foreign medical students/grads (*FMGs*) must first apply for a Postgraduate Training Authorization Letter (*PTAL*) from California’s medical board—a process that can take 6–9 months. Within 3 months, however, you will receive a receipt from California’s medical board, which you can submit to ERAS as a temporary document in order to apply for the Match. The PTAL itself can only be obtained post graduation because the medical board requires a certified copy of your medical degree. Remember to replace the temporary receipt you submitted to ERAS with the actual PTAL.

In summary, if you want to obtain a residency in California, you will need to plan ahead: 1) apply for the PTAL at least 6-9 months before you graduate and 2) plan to graduate at least 3-4 months before the residency’s start date so that California’s medical board has time to process your transcript, diploma, L2, L5 and L6 (*documents you could not provide at the time of your initial application*). Also, collect your L6 forms as you complete your clinical rotations, so that you are not scrambling to get them all signed and submitted at the last minute.

For more information about PTAL, go to:

The ECFMG/ERAS site at <http://ecfmg22.securesites.net/eras/documents.html#cali> and California’s medical board site at http://www.mbc.ca.gov/applicant/application_international.pdf

Frequently Asked Questions About Making A Successful Match

Q. What do the residency program directors look at?

A. AUC professionals will say they look at everything:

Board scores* (*USMLE Steps I, II, and III, when applicable*)

Curriculum vitae, a.k.a. resume

Education* (*degrees earned, institutions and dates attended*)

Work experience*

Honors/awards/distinctions*

Research experience as well as abstracts/presentations/publications*

Community service/medical mission experience*,

Student government/leadership experience*

MSPE (*Dean’s Letter*)

Transcript

Personal statement,

Letters of recommendation

** This information may be included in your MSPE Letter as well.*

To find out what the Program Directors say they look at, go to NRMP's 2010

Program Directors Survey:

<http://www.nrmp.org/data/programresultsbyspecialty2010v3.pdf>

The Couples Match

The Couples Match was intended for married couples and committed pairs. It allows for the couple to match in the same area, so that they may live together during residency. Going through the match as a couple has a similar success rate to going through the match as an individual.

HOW IT WORKS

Each partner signs up for the Match individually and goes on interviews individually, indicating to the programs that he/she is applying to the Match as a couple. Once interviews are completed, the couple then compiles a combined rank order list (ROL) with every possible combination of program and location, including the scenarios where one matches and the other does not. Once the list is certified, the NRMP will match the pair to the most preferred pair of programs to which each has been offered a position. For a more detailed explanation from the NRMP, visit http://www.nrmp.org/res_match/special_part/us_seniors/couples.html.

THINGS TO CONSIDER

There are compromises to be made. To match in the same area, one partner (or both) may not get his or her first choice program.

The possibility exists that one partner may not match. While it does not affect the matched partner's matched status, the unmatched partner will have to go through the scramble.

If one or both partner does not match, his or her application will not be run by NRMP individually.

It becomes more difficult if one or both partners have chosen competitive specialties.

TIPS FOR NAVIGATING THE COUPLES MATCH

- Start researching programs early.
- Let the programs know that you plan on going through the couples match. They may be able to schedule you and your partner on the same day for interviews, saving you time and money. Be specific about who your partner is and which department he or she is interviewing in.
- Apply to programs in the same hospital (if in different specialties) or to hospitals within 50 miles of each other.
- Rank programs in the order of your personal preference, not in order of which you think is more difficult, prestigious, etc. Remember this is the next 3 to 7 years of your life, the majority of which will be spent within the confines of a particular hospital. Rank thoughtfully.
- When creating the matched/unmatched section of the ROL, try to favor the partner with the more competitive specialty. That is, the partner with the less competitive specialty will have an easier time if he or needs to scramble, as there will probably be more options (Anesthesiology versus Family Medicine).
- COMMUNICATE! Make sure each one knows what the other is looking for in a program, what they are willing to put up with, what they will not tolerate, and so forth.
- Remember, the San Francisco and other specialty matches DO NOT have a couples match.
- Contact the Office of Alumni Relations if you require additional guidance.

The Canadian Residency Match (CaRMS)

Key Terms for CaRMS

CMG: Canadian Medical Graduate; a Canadian citizen or permanent resident who has graduated from a Canadian medical school.

First Iteration: The first “round” of CaRMS. It is comparable to the main match in the US.

Second Iteration: The second “round” of CaRMS. Takes place in a shorter time frame than the first iteration, fewer positions are available, but all positions are open to all applicants.

Parallel Postions: Residency positions available to IMGs in a separate stream from CMGs, in one or more disciplines.

Competitive Positions: Residency positions in all disciplines available to both IMGs and CMGs.

Return of Service An agreement to serve as a physician in an underserved community for a specified amount of time. Conditions for return of service agreements vary by province.

****Note: Quebec and Manitoba only have competitive streams.*

To qualify for the main CaRMS match you must:

- Be a Canadian citizen or permanent resident
- Take the Medical Council of Canada Evaluating Examination (MCCEE) OR be scheduled to take the September or November test dates.

Remember that CaRMS has a different schedule of dates and deadlines than NRMP, so make sure that you check their website often to make sure you have everything in on time.

You may use ERAS to apply for CaRMS and NRMP.

Each province has different restrictions, see below for an outline. For detailed information for each province, please see http://www.carms.ca/eng/r1_eligibility_prov_e.shtml.

Newfoundland

IMGs may participate in the first and second iterations.

- In the first iteration, applicants will apply to a separate stream of positions then CMGs. In the second iteration, they will apply to the same stream of positions as CMGs.

IMGs may have to complete a Return of Service.

Nova Scotia

IMGs may participate in the first and second iterations.

- In the first iteration, applicants will apply to a separate stream of positions then CMGs. In the second iteration, they will apply to the same stream of positions as CMGs.

IMGs may have to complete a Return of Service.

Québec

IMGs must be approved by la Conférence des vice-doyens aux études postdoctorales des facultés de médecine du Québec, for both iterations.

IMGs may participate in both the first and second iterations.

IMGs do not have to complete a Return of Service.

Ontario

IMGs may participate in the first and second iterations.

- In the first iteration, applicants will apply to a separate stream of positions then CMGs. In the second iteration, they will apply to the same stream of positions as CMGs.

IMGs must contact the Ministry of Health concerning procedures for Return of Service obligations.

Manitoba

IMGs may participate in both iterations to the same stream of positions as CMGs.

There is no Return of Service obligation.

Saskatchewan

IMGs may participate in the first and second iterations.

- In the first iteration, applicants will apply to a separate stream of positions then CMGs. In the second iteration, they will apply to the same stream of positions as CMGs.

Vacant positions in the IMG stream are available in the 2nd iteration to IMGs only if they have a Return of Service attached.

Vacant positions in the CMG stream are available with no Return of Service attached.

Alberta

IMGs may not participate in the first iteration.

IMGs may participate in the 2nd iteration, but must be assessed by the Alberta International Medical Graduate Program.

In the 2nd iteration, IMGs apply to the same stream of positions as CMGs.

British Columbia:

IMGs may participate in the first iteration, but must be assessed by the British Columbia IMG Assessment Program in order to be eligible.

- In the first iteration, applicants will apply to a separate stream of positions then CMGs. In the second iteration, they will apply to the same stream of positions as CMGs.

•
IMGs may have to complete a Return of Service.

**This information is subject to change, please visit the CaRMS website for detailed information on the specific requirements for each province.

What To Do If You Don't Get A Match

Don't panic—it can and does happen on occasion, even if you do everything right. Seek objective advice about why this may have happened to you and make the necessary changes to improve your chances with the next match. Ask the AUC Alumni Relations department to provide you with a helpful contact from our residency support service—complete the online request form at <http://aucmed.edu/clinical/residency-support-network.html>.

Stay medically active. Here are some options*:

- Apply for the Clinical Teaching Research Fellow position at the AUC basic medical sciences campus:
<http://aucmed.edu/alumni/clinical-medicine-research-fellow.html>
- Pursue a master's or doctoral degree
- Get involved in a research study
- Volunteer for a medical mission
- Apply for an observership or externship. To get you started, we've included two links to lists of hospitals that offer observerships: <http://www.imgfriendlylist.com/list.php?startfrom=1>
<http://www.usmletomd.com/uscel/> (*click on the state*)
- Seek out in-hospital jobs, such as surgical assisting, research assisting, chart reviewing, or even volunteer

work. The important thing is for you to develop relationships with the hospital staff and have the administration see that you are a dedicated, hard worker.

- You can also consider non-clinical work. MDs are still in demand at pharmaceutical companies, in hospital administrations, managed care companies, government agencies, and insurance companies. Universities also hire MDs as adjunct faculty and lecturers. For information, news, and job boards for nonclinical jobs, look at www.nonclinicaljobs.com. Network. Stay in touch with matched grads and have them keep an eye out for openings in their programs.
- Many specialty organizations, such as the AAFP will post residency vacancies, so check their websites often.
- Enroll with Find A Resident, service that matches unmatched residents with unfilled positions. <http://www.aamc.org/audiencefindaresident.htm>
- Take time out to carefully examine your application materials. Look at your CV and personal statement. Were they as strong as they could have been? What about your letters of recommendation? Is it possible to collect stronger ones? We also have a personal statement and CV editing service, to help you craft the best documents possible.
- *Get in touch with your financial aid advisor to find out how these options will affect the terms of your student loan repayment agreement.*

Getting Your Medical License — Know Your Target State

HELPFUL RESOURCES

The Federation of State Medical Boards (FSMB): <http://www.fsmb.org/>

STATES WITH STRINGENT LICENSURE REQUIREMENTS

California—Form L6

In addition to the L2 (*Student Information Cover Sheet*), L5 (*Print Summary-type information with clerkship locations and dates*), final transcript and signed diploma (*which are not available until the student graduates*), and a letter explaining breaks in education, California's medical board also requires an L6 (*an evaluation form*) from each rotation attending.

The student is responsible for having instructors or program directors complete the L6 and asking them to forward it to California's medical board. We suggest that you print out the blank L6 forms and have them filled out as you complete each rotation, so you are not scrambling to get them all together when it comes time to complete the application.

Illinois—AFMED (Certificate of Affiliation)

In addition to the ED-Non form (*Certificate of Education*), Illinois' medical board requires that a signed AF-MED form (*Certification of Affiliation*), which certifies that AUC is affiliated with the hospital where the student completed core rotations, is submitted along with a copy of the contract between the hospital and school, as well as copies of each core rotation evaluation.

The student is responsible for sending the AF-MED form to each hospital for their signature and asking them to send it to Illinois' medical board. AUC will take care of providing a copy of the contract and evaluation forms when it submits the ED-NON form to Illinois' medical board.

Massachusetts—Form E2

Massachusetts' medical board requires an E2 (*evaluation form*) from all rotation attendings.

The student is responsible for submitting this form to the attendings and asking them to send it to Massachusetts' medical board.

Michigan—Core Rotations must be completed at “Teaching Hospitals”

Michigan's medical board will only recognize a rotation that is completed in a hospital that offers a residency program in the same field as the rotation. This information is important for students who completed the following core rotations: Pediatrics at Aultman Hospital in Ohio (*accredited under Family Medicine*)

Pediatrics at Kern Medical Center in California (*accredited under Family Medicine*)

Texas—Rotations at “Teaching Hospitals”

Texas' medical board requires Form D (*a simple form*), a final transcript and diploma, which are only available after the student graduates.

In addition, Texas' medical board will only recognize a core rotation that is completed in a hospital that offers a residency program in the same field as the core rotation. California and some other state medical licensing boards may accept rotations that come under the Family Medicine umbrella. Specifically, some states will accept a rotation if the site has an accredited Family Medicine program. This information is important for students who completed the following core rotations:

Pediatrics at Aultman Hospital in Ohio (*site has an accredited Family Medicine residency program*)

Pediatrics at Kern Medical Center in California (*site has an accredited Family Medicine residency program*)

Psychiatry at Metropolitan State Hospital in California (*accredited under Child/Adolescent Psychiatry, not Adult Psychiatry*)

STATES REQUIRING THAT LICENSES BE OBTAINED THROUGH FCVS

The following states require that applicants use the services of the Federation Credentials Verification Service (*FCVS*) to process their medical license application.

Kentucky	Louisiana	Maine	Nevada
New Hampshire	New York	North Carolina	Ohio
Rhode Island	South Carolina	Utah	Wyoming

STATES THAT DO NOT ACCEPT FCVS

Arkansas Nebraska

Note: Using FCVS is optional for all other states.

Average Target USMLE Step 1 Scores Programs Consider When Granting Interviews

From the 2010 NRMP Program Director Survey (<http://www.nrmp.org/data/programresultsbyspecialty2010v3.pdf>)

Specialty	Average Scores Below Which Programs Generally Do Not Grant Interviews	Average Scores Above Which Programs Almost Always Grant Interviews
Anesthesiology	208	228
Dermatology	221	247
Diagnostic Radiology	218	237
Emergency Medicine	203	227
Family Medicine	194	214
General Surgery	208	223
Internal Medicine	207	228
Internal Medicine/Pediatrics	203	218
Neurology	202	222
OB/Gyn	199	216
Orthopaedic Surgery	217	236
Otolaryngology	224	244
Pathology-Anatomical & Clinical	204	226
Pediatrics	200	218
PM&R	198	209
Plastic Surgery	221	244
Psychiatry	197	211
Radiation Oncology	213	244
Transitional Year	212	239

Average Target USMLE Step 2 (CK) Scores Programs Consider When Granting Interviews

From the 2010 NRMP Program Director Survey (<http://www.nrmp.org/data/programresultsbyspecialty2010v3.pdf>)

Specialty	Average Scores Below Which Programs Generally Do Not Grant Interviews	Average Scores Above Which Programs Almost Always Grant Interviews
Anesthesiology	207	227
Dermatology	222	250
Diagnostic Radiology	214	237
Emergency Medicine	205	228
Family Medicine	193	216
General Surgery	207	222
Internal Medicine	207	227
Internal Medicine/Pediatrics	200	219
Neurology	203	221
OB/Gyn	201	219
Orthopaedic Surgery	218	237
Otolaryngology	223	244
Pathology-Anatomical & Clinical	206	228
Pediatrics	196	215
PM&R	194	208
Plastic Surgery	217	249
Psychiatry	194	209
Radiation Oncology	208	253
Transitional Year	213	239

Top Factors for Residency Interview Selection and Ranking*

Data compiled from the 2010 NRMP Program Director Survey (<http://www.nrmp.org/data/programresultsbyspecialty2010v3.pdf>)

Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Anesthesiology	USMLE Step 1	Personal Statement	Grades in clerkship in desired specialty	Interactions with faculty during interview and visit
	LOR in Specialty	Audition Elective/Rotation within your dept	Class Ranking/Quartile	Intepersonal Skills
	Honors in Clinical Clerkship	Personal prior knowledge of applicant	Honors in clerkship in desired specialty	Interactions with housestaff during interview and visit
Dermatology	LOR in Specialty	Personal Statement	LOR in Specialty	Interactions with faculty during interview and visit
	MSPE	Volunteer/Extracurricular experiences	Grades in clerkship in desired specialty	Interpersonal Skills
	Grades in required clerkships	Personal prior knowledge of applicant	Honors in clerkship in desired specialty	Evidence of Professionalism and Ethics
Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Diagnostic Radiology	Class Ranking/Quartile	Personal Statement	USMLE Step 1	Interactions with faculty during interview and visit
	USMLE Step 1	Volunteer/Extracurricular experiences	Class Ranking/Quartile	Interpersonal Skills
	MSPE	Personal prior knowledge of applicant	Honors in clinical clerkship	Interactions with housestaff during interview and visit
Emergency Medicine	LOR in Specialty	Personal Statement	Grades in clerkship in desired specialty	Interactions with faculty during interview and visit
	Grades in clerkship in desired specialty	Personal prior knowledge of applicant	LOR in Specialty	Interpersonal Skills
	Grades in required clerkships	Audition Elective/Rotation within your dept	Honors in clerkship in desired specialty	Interactions with housestaff during interview and visit

Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Family Medicine	USMLE Step 1	Personal Statement	LOR in Specialty	Interactions with faculty during interview and visit
	USMLE Step 2	Perceived commitment to specialty	USMLE Step 2	Interactions with housestaff during interview and visit
	LOR in Specialty	Personal prior knowledge of applicant	MSPE	Intepersonal Skills
General Surgery	LOR in Specialty	Personal Statement	LOR in Specialty	Interactions with faculty during interview and visit
	USMLE Step 1	Volunteer/Extracurricular experiences	USMLE Step 1	Interactions with housestaff during interview and visit
	Grades in clerkship in desired specialty	Audition Elective/Rotation within your dept	Honors in clerkship in desired specialty	Feedback from current residents
Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Internal Medicine	USMLE Step 1	Personal Statement	Grades in clerkship in desired specialty	Interpersonal Skills
	MSPE	Personal prior knowledge of applicant	MSPE	Interactions with faculty during interview and visit
	USMLE Step 2	Audition Elective/Rotation within your dept	Class Ranking/Quartile	Evidence of Professionalism and Ethics
Internal Medicine/ Pediatrics	USMLE Step 1	Personal Statement	Grades in clerkship in desired specialty	Interactions with faculty during interview and visit
	USMLE Step 2	Personal prior knowledge of applicant	Honors in clerkship in desired specialty	Interactions with housestaff during interview and visit
	Grades in required clerkships	Perceived commitment to specialty	Class Ranking/Quartile	Interpersonal Skills

Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Neurology	USMLE Step 1	Personal Statement	LOR in Specialty	Interactions with faculty during interview and visit
	LOR in Specialty	Personal prior knowledge of applicant	Grades in clerkship in desired specialty	Interpersonal Skills
	USMLE Step 2	Perceived commitment to specialty	Honors in clerkship in desired specialty	Interactions with housestaff during interview and visit
Ob/Gyn	USMLE Step 1	Personal Statement	Grades in clerkship in desired specialty	Interactions with faculty during interview and visit
	LOR in Specialty	Volunteer/Extracurricular experiences	Honors in clerkship in desired specialty	Interpersonal Skills
	Grades in required clerkships	Personal prior knowledge of applicant	USMLE Step 1	Feedback from current residents
Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Orthopaedic Surgery	LOR in Specialty	Personal Statement	Honors in clinical clerkship	Interactions with faculty during interview and visit
	Honors in Clinical Clerkship	Audition Elective/Rotation within your dept	Honors in clerkship in desired specialty	Interpersonal Skills
	Honors in clerkship in desired specialty	Personal prior knowledge of applicant	LOR in Specialty	Feedback from current residents
Otolaryngology	LOR in Specialty	Demonstrated involvement and interest in research	LOR in Specialty	Interactions with faculty during interview and visit
	Grades in clerkship in desired specialty	Personal Statement	Grades in clerkship in desired specialty	Interpersonal Skills
	USMLE Step 1	Volunteer/Extracurricular experiences	Honors in clerkship in desired specialty	Interactions with housestaff during interview and visit

Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Pathology - Anatomic and Clinical	LOR in Specialty	Personal Statement	LOR in Specialty	Interactions with faculty during interview and visit
	USMLE Step 1	Perceived commitment to specialty	Grades in clerkship in desired specialty	Interactions with housestaff during interview and visit
	Class Ranking/Quartile	Perceived interest in program	USMLE Step 1	Feedback from current residents
Pediatrics	USMLE Step 1	Personal Statement	USMLE Step 1	Interactions with faculty during interview and visit
	USMLE Step 2	Personal prior knowledge of applicant	MSPE	Interpersonal Skills
	LOR in Specialty	Volunteer/Extracurricular experiences	Grades in clerkship in desired specialty	Interactions with housestaff during interview and visit
Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Physical Medicine and Rehabilitation	USMLE Step 1	Personal Statement	LOR in Specialty	Interactions with faculty during interview and visit
	LOR in Specialty	Perceived commitment to specialty	Grades in clerkship in desired specialty	Interpersonal Skills
	USMLE Step 2	Audition Elective/Rotation within your dept	USMLE Step 1	Interactions with housestaff during interview and visit
Plastic Surgery	LOR in Specialty	Personal Statement	LOR in Specialty	Interactions with faculty during interview and visit
	MSPE	Volunteer/Extracurricular experiences	Honors in clerkship in desired specialty	Interactions with housestaff during interview and visit
	Honors in Clinical Clerkship	Demonstrated involvement and interest in research	Class Ranking/Quartile	Feedback from current residents

Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Psychiatry	USMLE Step 1	Personal Statement	Grades in clerkship in desired specialty	Interpersonal Skills
	LOR in Specialty	Perceived commitment to specialty	MSPE	Interactions with faculty during interview and visit
	USMLE Step 2	Personal prior knowledge of applicant	LOR in Specialty	Interactions with housestaff during interview and visit
Radiation Oncology	LOR in Specialty	Demonstrated involvement and interest in research	LOR in Specialty	Interactions with faculty during interview and visit
	USMLE Step 1	Personal Statement	Grades in clerkship in desired specialty	Interpersonal Skills
	MSPE	Perceived commitment to specialty	USMLE Step 1	Interactions with housestaff during interview and visit
Specialty	Top Factors for Interview Selection		Top Factors for Ranking Applicants	
	Medical School Performance	Other Factors	Medical School Performance	Other Factors
Transitional Year	MSPE	Personal Statement	MSPE	Interactions with faculty during interview and visit
	USMLE Step 1	Personal prior knowledge of applicant	Grades in required clerkship	Interpersonal Skills
	Honors in Clinical Clerkship	Perceived interest in program	USMLE Step 1	Evidence of professionalism and ethics
<p>* This chart is designed to assist current students preparing for residency. "Gaps in medical education" was omitted as a top factor in many cases since the majority of students complete the program within the designated time frame. Excessive leaves of absences will have a major impact on your residency application and many programs consider it a determining factor when selecting applicants to interview and rank. Please visit http://www.nrmp.org/data/programresultsbyspecialty2010v3.pdf to see the 2010 NRMP Program Director Survey in its entirety.</p>				