



MENTORING MEDICAL STUDENTS: PAVING THE PATH FOR SUCCESSFUL CAREERS



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OBJECTIVES

- ✓ To gain a better understanding of our role as career and professional advisors and to move towards true mentorship
- ✓ Understand how to prepare a fourth year program taking into consideration all UPR-SOM graduation requirements
- ✓ Understand the Enrollment process of 4th year courses at our SOM
- ✓ Understand important issues and aspects of the application process to a residency program and guide students using available resources

Faculty Advisors' Roles

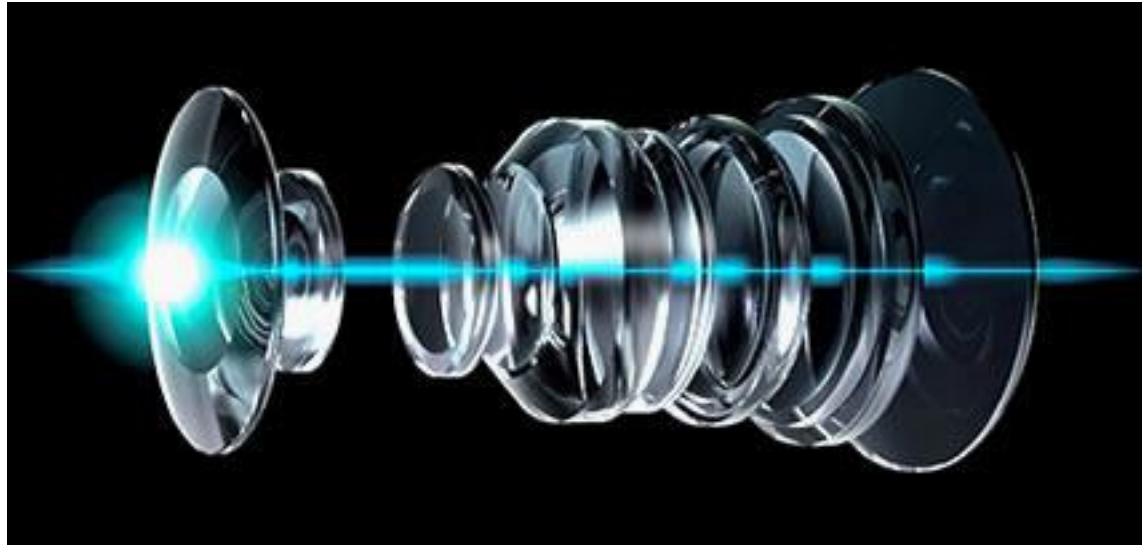
- ❖ Design the fourth year academic program
- ❖ Advise on the residency application process
 - ❖ Inside scoop (hidden curriculum)
 - ❖ Timing of Step 2 CK and CS
 - ❖ Personal Statement/CV
 - ❖ Interviewing
 - ❖ How many programs to apply to
 - ❖ Recommendation Letters



Faculty Advisors' Roles

- ❖ Explore 4th year students' needs
- ❖ Meet SOM graduation requirements
- ❖ Advice on their career choice and decision making process
- ❖ Help them recognize their strengths, abilities but also their weaknesses
- ❖ Create opportunities and open doors





WHAT IS THE FOURTH YEAR FOR?

Institutional Perspective¹

The Controversy

- Lack of rigor and cohesion
- An unnecessary expense?
- Flexible year (address institutional and student needs)

Current Practice

- Finishing core clerkship
 - Delayed students
- Required Sub-Internships (90%)
- Capstone course (50%)
- Research (38%)
- Clinical experiences in specific locations (Critical care, etc)

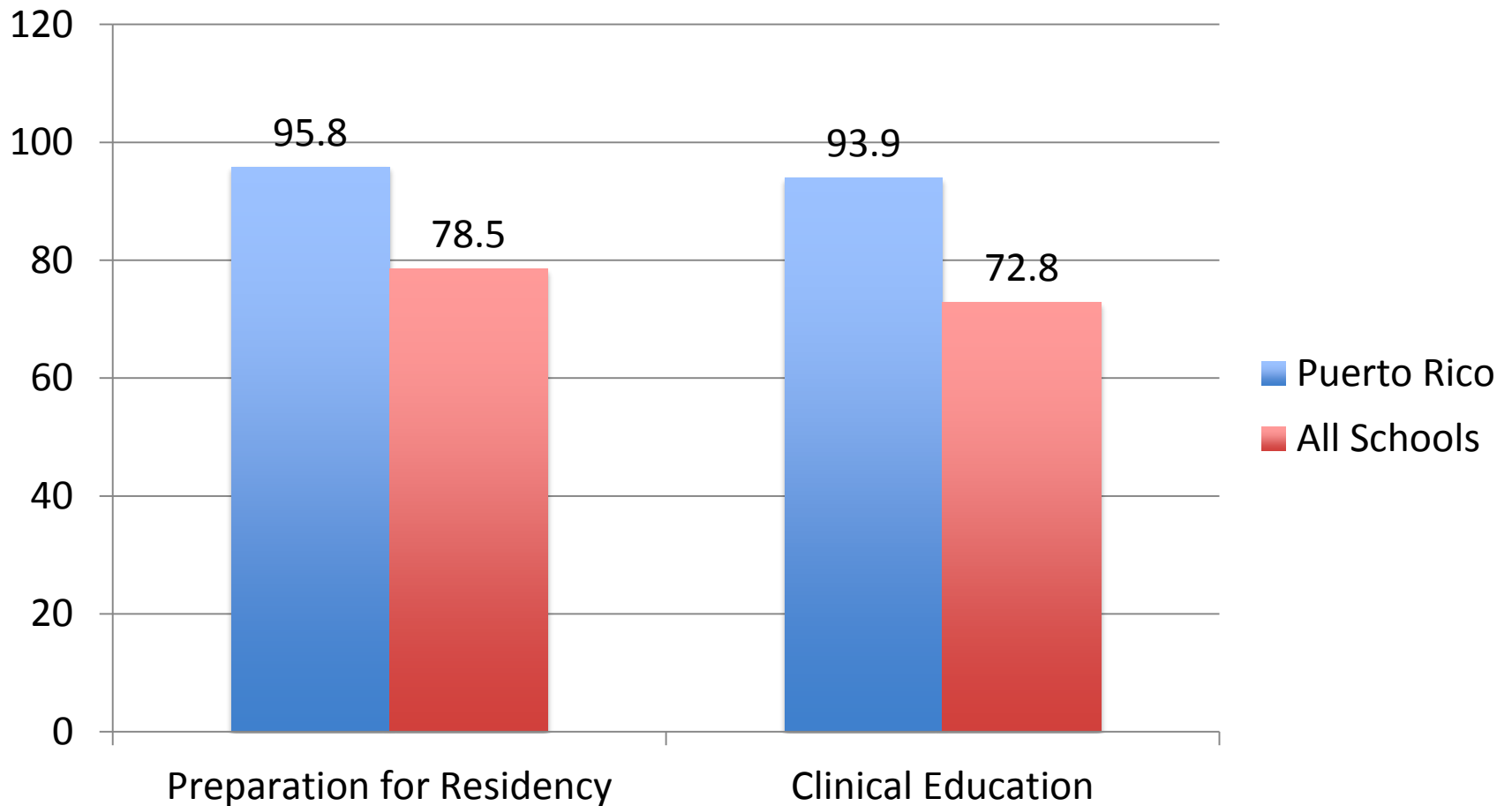
The Student's Perspective and Expectations²

- ❖ Extremely valuable year
- ❖ Prepare to be a good resident
- ❖ Prepare to enter into a good residency program (surgical specialties)
- ❖ Gain a broad experience

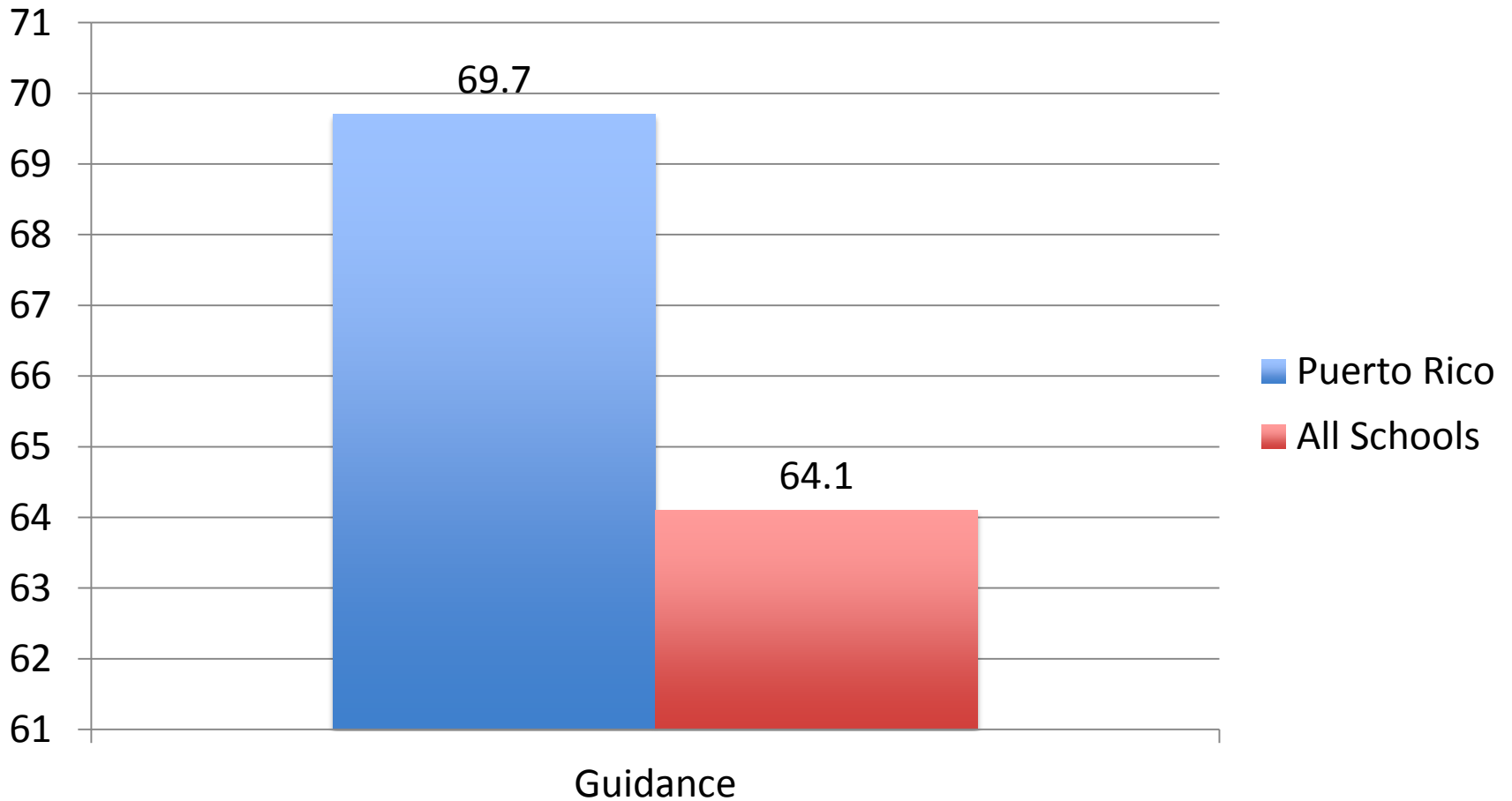
**AAMC'S MEDICAL SCHOOL GRADUATION
QUESTIONNAIRE**

UPR-SOM Students' Expectations

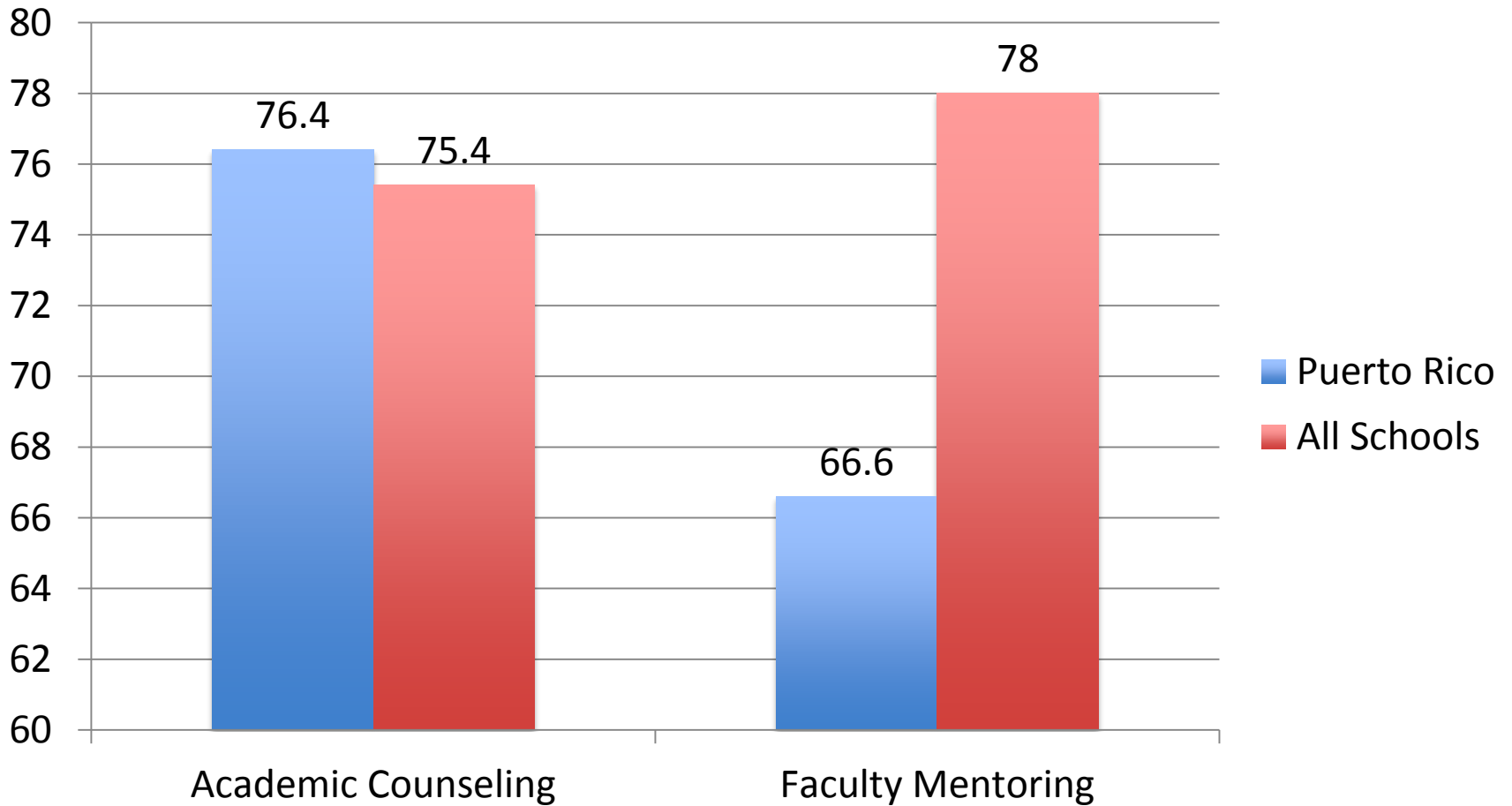
The Final Year was helpful/important for...



I received appropriate guidance in Elective Selection



Satisfaction with...



Millennials' Characteristics

- Overprotective “Helicopter parenting” resulted in:
 - Overconfident and entitled
 - Not independent team-workers
 - Unrealistic expectations (unable to handle failure)
 - Need constant feedback (as long as it's positive!)



MENTORING GENERATION Y

They want a close, parent-like relationship with faculty

They need to feel like faculty “care for them” as people, not just as students

“IN-LOCO PARENTIS”



The Challenge

Must invest in the relationship (may be exhausting)

Inappropriate over-sharing of personal information

Inappropriate expressions and language

Authorities might feel challenged and become defensive

Faculty see them as immature and inconsiderate



What makes a good mentor?

Mentors listen

Mentors guide, educate and are practical

Mentors provide insight

Mentors are **accessible**

Convey respect and confidence

Focus on mentee (Not recruitment)

Identify strengths

Give honest (but kind) feedback



Good Mentoring

- Mentors are role models for what the mentee **CAN** do
- Mentors help the students/mentee **find their way**
- The path is not straight or predictable
- Help them find their WAY!



Many people feel that being
a **mentor** requires special
skills, but mentors are simply
people who have the
qualities of **good role
models.**



LOOKING TO THE FUTURE.....

Adopt an MS-3!!

Process for Selecting Faculty Advisor

The student selects his academic mentor for his/her 4th year academic program from the list provided by your department

The student informs it to the Curriculum Office by February 12, 2016

The CO informs the faculty member which students selected them





UPR-SOM FOURTH YEAR CURRICULUM

REQUIRED SUB-INTERNSHIP (JUNIOR)	SELECTIVE SUB-INTERNSHIP (REQUIRED)	REQUIRED COURSES	REQUIRED COURSES (CONTINUED)	ELECTIVES
<p>4 weeks</p> <p>Internal Medicine</p>	<p>4 weeks</p> <p>-Ob/Gyn -Pediatrics -Family Medicine -Gen Surgery -Trauma Surgery -Psychiatrics Adults/children -Emergency Medicine Orthopedics Neurosurgery</p> <p><u>CANNOT BE INTERNAL MEDICINE</u></p>	<p>-Public Health (120 hrs) 3 weeks</p> <p>-Population Health (40 hrs) 1 week</p> <p>-Dermatology (40 hrs) 1 weeks</p> <p>-PM&R(40 hrs) 1 week</p>	<p>-Neurology (80 hrs) 2 weeks</p> <p>-Family Medicine (160 hrs) 4 weeks</p> <p>* Ethics III (16 hrs-online modules to be completed by April 15th)</p>	<p>14 weeks</p> <p>(560 hrs)</p>
<p>160 hrs 4 weeks</p>	<p>160 hrs 4 weeks</p>	<p>240 hrs 6 weeks</p>	<p>256 hrs 6 weeks + 16 hours</p>	<p>TOTAL 1,376</p>

Required Course Schedule 2016-2017

UNIVERSITY OF PUERTO RICO
SCHOOL OF MEDICINE
BLOCK PERIOD
2016 – 2017

2016 – AUGUST				SEPTEMBER				OCTOBER				NOVEMBER				DECEMBER				DEC.	DEC.	JAN
1-5	8-12	15-19	22-26	29-2	5-9	12-16	19-23	26-30	3-7	10-14	17-21	24-28	31-4	7-11	14-18	21-25	28-2	5-9	12-16	19-22	23-30	1-6
*MCUA 7437 PM&R A 1	*MCUA 7437 PM&R A 2									*MCUA 7437 PM&R O 3	MCUA 7437 PM&R O 4				MCUA 7437 PM&R N 5							CHRISTMAS RECESS
	*MCUA 7438 DERM A 1										*MCUA 7438 DERM O 2		MCUA 7438 DERM N 3									
												MCUA 7427 SALUD PUBLICA N 1				MCUA 7427 SALUD PUBLICA D 2						
MCUA 7440 FAMILY MEDICINE A 1								MCUA 7440 FAMILY MEDICINE O 2														
		MCUA 7418 NEURO A 1						MCUA 7418 NEURO O 2										MCUA 7418 NEURO D 3				

2017 - JANUARY				FEBRUARY				MARCH				APRIL				MAY				JUNE				JULY		
9-13	16-20	23-27	30-3	6-10	13-17	20-24	27-3	6-10	13-17	20-24	27-31	3-7	10-14	17-21	24-28	1-5	8-12	15-19	22-26	29-2	5-9	12-16	19-23	26-30	3-7	
			MCUA 7437 PM&R E 6	MCUA 7437 PM&R F 7					MCUA 7437 PM&R M 8		MCUA 7437 PM&R M 9		HOLLY WEEK		MCUA7 437 PM&R B 10											
		MCUA 7438 DERM E 4				MCUA 7438 DERM F 5						MCUA 7438 DERM B 6														
MCUA 7427 SALUD PUBLICA E 3				MCUA 7427 SALUD PUBLICA F 4		MCUA 7439 SAL PO M 1	MCUA 7427 SALUD PUBLICA M 5								MCUA 7439 SAL PO M 2											
MCUA 7440 FAMILY MEDICINE E 3			MCUA 7440 FAMILY MEDICINE F 4			MCUA 7427 FAMILY MEDICINE M 5																				
				MCUA 7418 NEURO F 4				MCUA 7418 NEURO M 5								MCUA 7418 NEURO Y 6										

DATES SUBJECT TO CHANGE

MCUA 7438 - 8 DERM = 25
MCUA 7437 - 8 PM&R = 15
MCUA 7418 - 8 NEURO = 20

MCUA 7427 - 8 SALUD PUBLICA = 25
MCUA 7439 - 8 POPULATION HEALTH = 60
MCUA 7445 - Y- 8 ETHIC – LONGITUDINAL

CPX 14 – 17 FEBRERO 2017 Y 18 ABRIL 2017
MCUA 7440 FAMILY MEDICINE = 25 EST.
MCUA 7429 INTERNAL MEDICINE

*Cursos disponibles para tercer y cuarto año

APROBADO MEDICINA III – IV DICIEMBRE, 2015

Graduation Requirements



- Approve all 1st, 2nd, and 3rd courses and CSA
- CPX
 - 4 dates in February, 1 in April- Assigned by Clinical Skills Center
 - New Inter-professional station throughout the year
- USMLE Step 2 CK- it is recommended to be approved before December of the 4th year
 - Exceptions – early match (they should approve before September of the 4th year
- USMLE Step 2 CS (Not a graduation requirement yet)
 - Some specialties are requiring it for admission
 - Recommended dates – early enough considering residency of choice

General Goals of the Fourth Year Electives

- ✓ Explore areas of potential interest
- ✓ Address specific clinical skills deficits (MSK?)
- ✓ Prepare for internship (audition)
 - ✓ Advice on the core EPAs!!
- ✓ Expand skill set (procedures, radiology, etc)
- ✓ Conduct Research
- ✓ Exposure to experiences henceforth unavailable

UPR-SOM Fourth Year Manual and Electives Catalogue

- Electives by department
 - Pre-requisites (also important for required courses)
 - Dates offered throughout the year
 - Maximum occupancy
 - Available through Blackboard (Curriculum Office and Fourth Year pages)

Away Electives

- AAMC's Visiting Students Application System (VSAS)
- Well over 50% of students express interest in doing away electives
- Students have the expectation of increasing their chances of getting into a residency program (not evidence based)
 - Informed decisions



Important Considerations for Away Electives

- Students MUST be in Good Academic Standing
- All away courses must be approved by the course director and department Chair PRIOR to enrollment
- There is NO malpractice coverage outside PR
 - RCM limit \$100,000-300,000
 - Must obtain private insurance (academicins.com)
- Dates of elective must fall within UPR-SOM time blocks

Pathways

National trend program

Introduced to our school more than a decade ago

Designed by each department

According to needs of their residency program or other aspects

In order to help students get knowledge, skills and experiences that will help them in residency (EPAs)

Should be reviewed annually by each department



Pathway Program Example

PEDIATRIC EXAMPLE

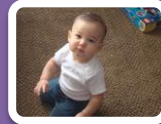
- Example of suggested courses to students interested in a **Pediatric** Residency Program
- Look into you packet and see the ones your department selected for you residency program



MPED 7010 GENERAL
PEDIATRICS



MPED 7105- Research in
pediatrics



MPED 7019, 7015, 7036 -
Primary Pediatric Health Care (ER,
Neurodesarrollo, Child abuse, NSY,
NICU, PICU)



MPSI 7015-2
Child psychiatry



MPED 7028-2
Pediatric Neurology



MPED 7026-2
Clinical Genetics

4th year blank sketch program

UNIVERSITY OF PUERTO RICO
SCHOOL OF MEDICINE
FOURTH YEAR
ACADEMIC YEAR 2010 – 2011

Student Name : _____
Address : _____

E-mail : _____
Student Number : _____
Phone : _____ Cellular Phone: _____
Previous Electives : _____

PRIORITY NUMBER: _____

2010		JUNE			JULY				
	31-4	7-11	14-18	21-25	28-2	5-9	12-16	19-23	26-30

2010 - AUGUST				SEPTEMBER				OCTOBER				NOVEMBER				DECEMBER				JANUARY
2-6	9-13	16-20	23-27	30-3	7-10	13-17	20-24	27-1	4-8	11-15	18-22	25-29	1-5	8-12	15-18	22-24	29-3	6-10	13-17	20-10
																				CHRISTMAS RECESS

2011 - JANUARY				FEBRUARY				MARCH				APRIL				MAY				JUNE				JULY
11-14	18-21	24-28	31-4	7-11	14-18	22-25	28-4	7-11	14-18	21-25	28-1	4-8	11-15	19-22	25-29	2-6	9-13	16-20	23-27	31-3	6-10	13-17	20-24	27-1 5-8

APPLICATION FORM REVISED BY:

STUDENT SIGNATURE:

SELECTED COUNSELOR

THE FORM MUST BE FILLED OUT IN **PENCIL**

DATE:

TOTAL HOURS:

UNIVERSITY OF PUERTO RICO
SCHOOL OF MEDICINE
BLOCK PERIOD
2015 - 2016

2015 – AUGUST				SEPTEMBER				OCTOBER				NOVEMBER				DECEMBER				DIC - JAN		
3-7	10-14	17-21	24-28	31-4	7-11	14-18	21-25	28-2	3-9	12-16	19-23	26-30	2-6	9-13	16-20	23-27	30-4	7-11	14-18	21-8		
*MCUA 7437 PM&R A 01	*MCUA 7437 PM&R A 02									*MCUA 7437 PM&R O 03	*MCUA 7437 PM&R O 04				*MCUA 7437 PM&R N 05							
	*MCUA 7438 DERMA A 01										MCUA 7438 DERMA O 02					MCUA 7438 DERMA N 03						
													MCUA 7427 SALUD PUBLICA N 01			MCUA 7427 SALUD PUBLICA D 02						
MCUA 7440 FAMILY MEDICINE A 01								MCUA 7440 FAMILY MEDICINE O 02														
		MCUA 7418 NEURO A 01							MCUA 7418 NEURO O 02											MCUA 7418 NEURO D 03		

2016 - JANUARY				FEBRUARY				MARCH				APRIL					MAY				JUNE				JULY	
11-15	18-22	25-29	1-5	8-12	15-19	22-26	29-4	7-11	14-18	21-25	28-1	4-8	11-15	18-22	25-29	2-6	9-13	16-20	23-27	30-3	6-10	13-17	20-24	27-1	4-8	
			MCUA 7437 PM&R E 06	MCUA 7437 PM&R F 07					MCUA 7437 PM&R M 08	HOLLY WEEK	MCUA 7437 PM&R M 09				MCUA 7437 PM&R B 10											
		MCUA 7438 DERMA E 04				MCUA 7438 DERMA F 05									MCUA 7438 DERMA B 06											
MCUA 7427 SALUD PUBLICA E 03				MCUA 7427 SALUD PUBLICA F 04			MCUA 7439 SAL PO F 01					MCUA 7427 SALUD PUBLICA B 05			MCUA 7439 SAL PO B 02											
MCUA 7440 FAMILY MEDICINE E 03				MCUA 7440 FAMILY MEDICINE F 04								MCUA 7440 FAMILY MEDICINE B 05														
								MCUA 7418 NEURO M 04				MCUA 7418 NEURO B 05					MCUA 7418 NEURO Y 06									

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CPX
MCUA 7440 FAMILY MEDICINE = 25 EST.
MCUA 7429 INTERNAL MEDICINE

*Cursos disponibles para tercer y cuarto año

VERSION : 30 OCTUBRE 2014

Example of a 4th year student academic program

PREPARE VERSION A-C

UNIVERSITY OF PUERTO RICO
SCHOOL OF MEDICINE
FOURTH YEAR
ACADEMIC YEAR 2011 - 2012

Student Name : **Juan A. Perez Santiago**
Address : _____

E-mail : _____
Student Number : _____
Phone : _____ Cellular Phone: _____
Previous Electives : **MEMR 7010-13 - Principles of Emergency Medicine - 80 hours**
MPED 7105-2 RESEARCH IN PEDIATRICS -160 hrs

**Ejemplo de programa
estudiante interesado en
Pediatria**

PRIORITY NUMBER: **61**

2011 JUNE				JULY			
31-3	6-10	13-17	20-24	28-1	5-8	11-15	19-22
Termina Tercer Año medicina				Tiempo de estudio para Step II-CK			
←				Puede considerar tomar el CS en este periodo			
				STEP II-CK			

2011 - AUGUST				SEPTEMBER				OCTOBER				NOVEMBER				DECEMBER				DEC - JAN
2-5	8-12	15-19	22-26	29-2	6-9	12-16	19-23	26-30	3-7	10-14	17-21	24-28	31-4	7-10	14-18	21-25	28-2	5-9	12-16	19-6
Pediatric Junior Clerkship MPED-7010-2				MCUA 7418 NEURO				ELECTIVA EN ESTADOS UNIDOS SI EL ESTUDIANTE DESEA ROTAR				Internal Medicine Junior Clerkship MMED-7010-1				MPSI 7015-2 Child psychiatry				CHRISTMAS RECESS

2012 - JANUARY				FEBRUARY				MARCH				APRIL				MAY				JUNE				JULY	
10-13	17-20	23-27	30-3	6-10	13-17	21-24	27-2	5-9	12-16	19-23	26-30	2-6	9-13	17-20	23-27	30-4	7-11	14-18	21-25	29-1	4-8	11-15	18-22	25-29	2-6
MPED 7019-3 Nursery (elective)				MCUA 7427 Salud Publica				MCUA 7440 FAMILY MEDICINE				PUEDEN TOMAR ELECTIVA ADICIONAL PERO YA TENDRIA TODOS SUS REQUISITOS													

APPLICATION FORM REVISED BY:

STUDENT SIGNATURE:

SELECTED COUNSELOR

THE FORM MUST BE FILLED OUT IN **PENCIL**

DATE:

TOTAL HOURS:

EL ESTUDIANTE DEBE
CUMPLIMENTAR ESTA
PARTE EN SU
TOTALIDAD

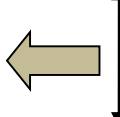
UNIVERSITY OF PUERTO RICO
SCHOOL OF MEDICINE
FOURTH YEAR
ACADEMIC YEAR 2010 – 2011



PRIORITY NUMBER: _____

Student Name : _____
Address : _____
E-mail : _____
Student Number : _____
Phone : _____
Previous Electives : _____

MEMR 7010-13 Principles of Emergency Medicine - 80 hours
MPED 7105-2 RESEARCH IN PEDIATRICS -160 hrs

2010				JUNE				JULY						
	31-4	7-11	14-18	21-25	28-2	5-9	12-16	19-23	26-30					
					<div>Tiempo de estudio para Step II-CK y puede considerar tomar el CS en este periodo</div>									

2010 - AUGUST				SEPTEMBER				OCTOBER				NOVEMBER				DECEMBER				JANUARY
2-6	9-13	16-20	23-27	30-3	7-10	13-17	20-24	27-1	4-8	11-15	18-22	25-29	1-5	8-12	15-18	22-24	29-3	6-10	13-17	20-10
Pediatric Junior Clerkship MPED-7010-2				MCUA 7418 NEURO		MPED 7019-1 ER		ELECTIVA EN ESTADOS UNIDOS SI EL ESTUDIANTE DESEA ROTAR				Internal Medicine Junior Clerkship MPED-7010-1				MPSI 7015-2 Child psychiatry				CHRISTMAS RECESS

2011 - JANUARY				FEBRUARY				MARCH				APRIL				MAY				JUNE				JULY	
11-14	18-21	24-28	31-4	7-11	14-18	22-25	28-4	7-11	14-18	21-25	28-1	4-8	11-15	19-22	25-29	2-6	9-13	16-20	23-27	31-3	6-10	13-17	20-24	27-1	5-8
MPED 7019-3 NSY		D E R M		P M R		MCUA 7427 SALUD PUBLICA		POP HEA LTH		MCUA 7440 FAMILY MEDICINE		PUEDE TOMAR ELECTIVA ADICIONAL PERO YA TENDRIA TODOS SUS REQUISITOS													
				CPX																					

APPLICATION FORM REVISED BY: _____

STUDENT SIGNATURE: _____

SELECTED COUNSELOR: _____

THE FORM MUST BE FILLED OUT IN **PENCIL**

DATE: _____

TOTAL HOURS: _____

No se olvide
firmar

Asegurese que el
estudiante cumple
con el total de
horas

Dates to Remember

- February 5, 2016: Student Orientation
- February 12, 2016: Deadline for faculty advisor selection
- May 16-24, 2016: Online Registration
- May 27, 2016: Deadline for handing in academic program at Curriculum Office



Dates to Remember

- Interview with the Dean (Medical School Performance Evaluation)
 - August-September. Released October 1
- www.nrmp.org (deadlines for application documents)
 - Military/early match: Interview season from Oct-Nov
 - Regular match: Interview season from Nov-January
 - Military match: December
 - Early Match: January
 - Regular Match: March
- www.aamc.org (ERAS tutorial)



Troubleshooting

- ✓ Regular student (may be interested in different specialty from yours)
- ✓ Mixed-program student (off-cycle program)
- ✓ To delay or not to delay graduation (implications)
 - ✓ Students with significant deficits (low USMLE scores, problems in clerkships) may require protected study time for STEP 2 CK. High-risk of being a “No-Match”
 - ✓ Graduation and Awards Committee MUST approve all graduation extensions



MUST meet with advisor PRIOR to online registration deadline

Prepare alternate programs (A-C)

Strategic scheduling of courses

Title and code of the course must be written in the model program of studies that you are to sign and approve. Student MUST have checked for previously approved electives.

The model program will be written in **PENCIL**

You must sign the program **(IN INK)**



Adds/Withdrawals



- All **withdrawals and enrollments** will be processed through the Curriculum Office
 - Policies and Guidelines for the Academic Evaluation and Advancement of Medical Students
 - Fourth Year Manual and Electives Catalogue
 - Withdrawals must be signed by the course director
 - Students have the responsibility of completing the administrative process at Registrar's Office

Enrollment Process

- Students register online, on a first-come-first-serve basis for required courses (Not Juniors or electives)- May 16-24
- Sub-Internships (Juniors) and Electives are processed at the Curriculum Office using the student's randomly assigned Priority Number
 - Combined Programs (MD/PhD) and Military students have first priority (00)

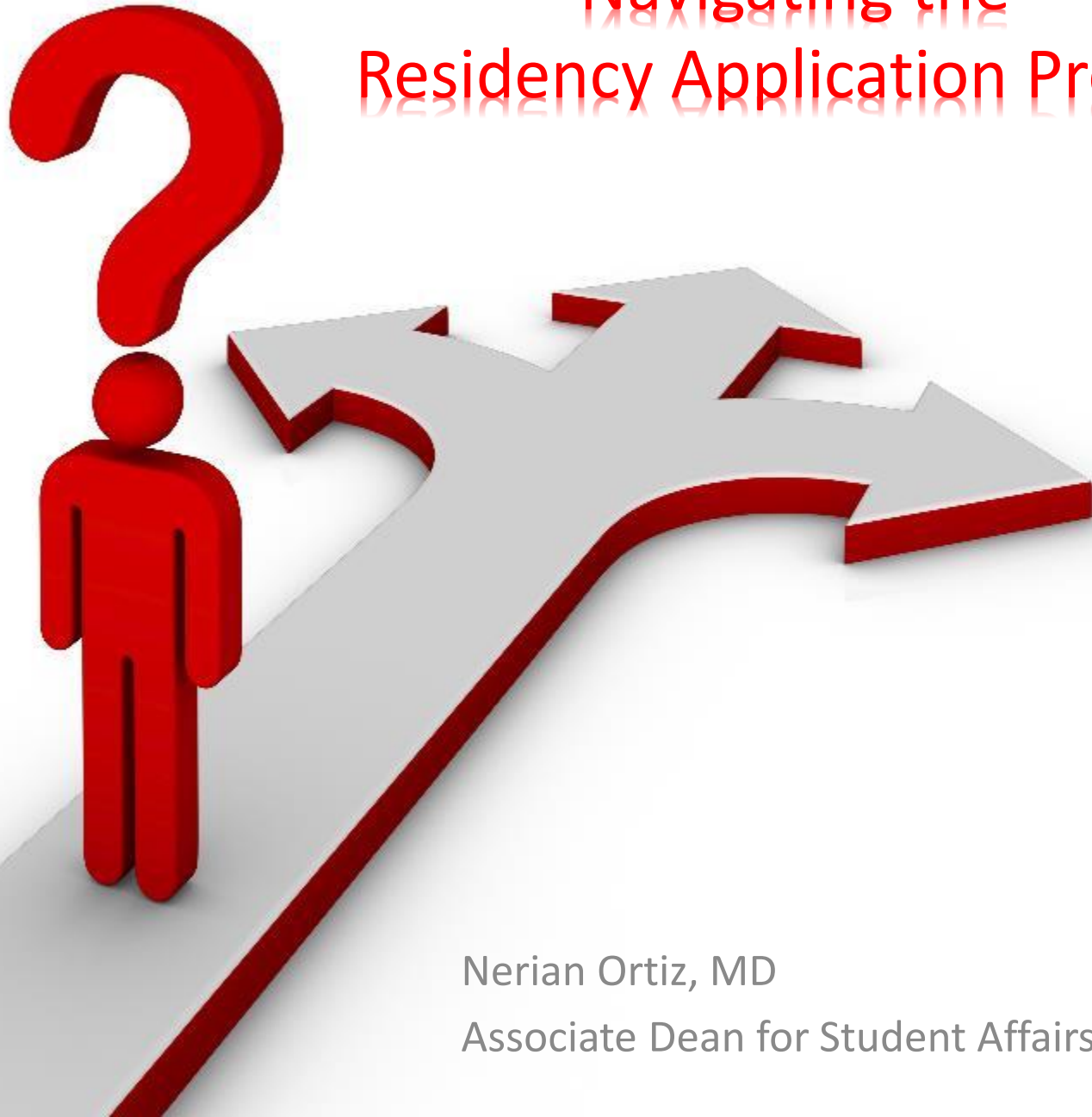


Tools for Student Advising

- Required Courses Schedule
- Fourth Year Manual and Electives Catalogue
- Pathways
- AAMC's Core Entrustable Professional Activities for Entering Residency



Navigating the Residency Application Process



Nerian Ortiz, MD

Associate Dean for Student Affairs

Navigational Tools

- www.nrmp.org
- www.aamc.org (ERAS)
- Freida online





Charting Outcomes in the Match

**Characteristics of Applicants Who Matched to Their Preferred
Specialty in the 2014 Main Residency Match**



UPR • RECINTO DE CIENCIAS MÉDICAS • ESCUELA DE MEDICINA
DECANATO ASOCIADO DE EDUCACIÓN MÉDICA GRADUADA
DECANATO ASOCIADO DE ASUNTOS ESTUDIANTILES



LES INVITA A SU ACTIVIDAD DE:



CONVERSATORIO ESTUDIANTES Y RESIDENTES

VEN A PARTICIPAR DE ESTA ACTIVIDAD SOBRE LOS
DIFERENTES PROGRAMAS Y COMO ÉSTOS PUEDEN
IMPACTAR TU PRESENTE Y FUTURO COMO MÉDICO

MIÉRCOLES 9 DE DICIEMBRE DE 2015

3:00p.m. @ Med Anfiteatro I

¡NO TE LO PIERDAS!

Refrigerios para los participantes

QUESTIONS?

References

- Elnicki DM, et al. Course offerings in the fourth year of medical schools: how US medical schools are preparing students for internship. *Academic Medicine*. 2015;90(10):1324-1330
- Benson N, et al. Going “fourth” from medical school: fourth year medical students’ perspectives on the fourth year of medical school. *Academic Medicine*. 2015;90(10):1386-1393
- AAMC’s Medical School Graduation Questionnaire. 2015
- AAMC’s Medical School Graduation Questionnaire. 2013