Covid – The Virtual World

William N. Levine, MD, FAOA
Frank E. Stinchfield Professor and Chair, Department of Orthopedic Surgery
Chief, Shoulder Service
Co-Director, Center for Shoulder, Elbow & Sports Medicine
Head Team Physician, Columbia University
36th President, American Shoulder and Elbow Surgeons
Editor-in-Chief, Journal of the American Academy of Orthopaedic Surgeons
Disclosure

• Basic Science Support
  – NIH
• Consultant – Zimmer
• Royalties – None
• Editor in Chief: JAAOS
• President: ASES
• Advising medical students – Harris Slone
• Virtual Sub-I’s/Can this work? Rajiv Rajani
• Maximizing chances to match – Rashard Dacus
• Virtual interviewing – Sandy Klein
Advising Medical Students in the COVID Era

Harris Slone, MD, FAOA
Associate Professor
Residency Program Director
Department of Orthopaedics
Medical University of South Carolina
Disclosures

• No relevant financial disclosures
Take Home Points

• Statistically, students are not less likely to match due to COVID*
  • # spots / # applicants...

• Harder to overcome application deficiencies

• Home rotations will be critical

• Maximize opportunities
Historical Match Stats...

- ~80% of US senior allopathic medical students match into orthopaedics
  
  NRMP Website; 2018 Data

- 35.2% of residents matched at a program where they rotated
- 22% of residents matched at their home program

Home Rotations

• Important to reassure (qualified) students
  • Backup plans are important for everyone
  • Take time to personalize the personal statement
  • Supplemental applications may be more common

• Critical advice for less-qualified
  • Backup plans are important for everyone
  • Plan for debrief after home rotations
  • Delay graduation?
  • Research year?
Home Rotations

• More time at home program – make the most of it!

• Less qualified students (lower Step score, no research?) *best chance is at home program*
  • Convince everyone that they are a “must take”
  • Honest conversations at the end of their rotations

• Couples match also likely to be especially challenging
Home Rotations

• More time at home program – make the most of it!

• Cultivate relationships & maximize opportunities
  • **Develop relationships – phone calls/emails/LOR this year will be more important then ever**
  • Consider placing students on services based on where they intended to do away rotations
  • Finish research projects
  • Go the extra mile
CORD Academic Session

Virtual Sub-I’s – Can this work?

Rajiv Rajani MD
Blackstone and Francis Dilworth Professorship in Orthopaedic Oncology
Vice Chair for Education
Associate Professor
UT Health San Antonio

June 16th, 2020
Disclosures

Residency Program Director
MSTS Fellowship Committee Chair
CORD Academics Subcommittee Member

...all of which are liabilities, NOT financially beneficial.
Virtual Rotation

What is it?

An opportunity for a visiting student to spend time with a residency program through virtual engagement of academic duties

- Journal club
- Didactics
- Fracture Rounds
- M and M
- etc.
Can Virtual Rotations Work?

Pros

**Academic**
- Can provide study plan over a month that students are expected to follow (OrthoACCESS)
- May be able to glean knowledge base through questions, involvement with current residents

**Interpersonal**
- Evaluate students’ interpersonal skills through verbal communication
- Students evaluate the program residents, faculty, and educational programs

**Social**
- Residents and staff can get to know students personally though interactive experiences such as a case/personal presentation
- Students get to know faculty and residents.
Can Virtual Rotations Work?

Cons

**Time**
- Is it really a “rotation” if they spend a few hours
- Student is almost assuredly on a different clinical rotation and has other responsibilities

**Credit**
- No rotation credit towards graduating

**Benefit (real vs perceived)**
- Does the student REALLY benefit?
- Does the program REALLY benefit?
Can Virtual Rotations Work

Maybe

Recommendations:

- Either go full bore or minimal impediment

- If full bore, have teeth and make decisions based on performance including providing an exam, attendance, engagement, professionalism assessment

- otherwise, take it for what it’s worth: a get to know you while allowing for flexibility for their home school, program.

- Personally, not doing it
Maximizing the chances of matching in the virtual world

A. Rashard Dacus, MD
UVA Dept of Orthopaedics
• No disclosures

• Associate Program Director 2008-2010
• Program Director 2010-2019
• Hand Fellowship Co-Director 2010-2016
• Vice Chair of Wellness, Inclusion and Diversity
The Match

• Typical timeline
  – April of 3rd year through March of 4th year
  – Finalize away rotations in April and May
  – Away rotations June-November
  – Register in MyERAS in early June
  – Register for NRMP and apply to programs Sept. 15
  – Dean’s Letter release October 1
  – Interviews from November through January
  – Match list due early February
  – Match day 3rd Friday in March
• No away rotations
• No research
• No in-person Interviews
How to succeed

• What type of applicant are you?
• Decide where you want to go
• Make the best of your home institutional experience
• Reach out to the programs of interest
• Inquire about virtual rotations
• Focus on getting really good letters
• Be professional for interviews
• Do follow up
• Be realistic about your rank list
VIRTUAL INTERVIEWS 2020-2021

SANDY KLEIN, MD
ASSOCIATE PROFESSOR
ORTHOPAEDIC RESIDENCY PROGRAM DIRECTOR
WASHINGTON UNIVERSITY SCHOOL OF MEDICINE
NO DISCLOSURES
PRIOR RECRUITMENT MODEL

- Formal Linear Process
- Can be very passive
- Allows interaction with programs at set time points
- Externship or prior interaction with department advantages both parties
Virtual Social Events
Resident Interaction

Virtual “Rotations”

Virtual Interviews

Virtual Second Look
Follow up events

Early Exposure (provide program information through multiple opportunities)

Interview becomes more critical

Post Interview Exposure

Social Media, Website, Podcasts, Webinars

A VIRTUAL INTERVIEW MODEL
VIRTUAL INTERVIEWS – POTENTIAL CHALLENGES

- Challenging to get to know applicants
  - Requires new strategies
- More active process for the program
  - Higher level of engagement required
- Limitations no matter how well executed
- Technology must work
VIRTUAL INTERVIEWS MAY HELP US DO BETTER

- Change the linear process
  - Engage with students in new ways throughout the process
  - Identify students earlier with an interest in your program
  - Discover students that the old process may have missed

- Creativity
  - Virtual interviews require new techniques
  - May actually help us know students better

- Rely on each other
THANK YOU!