

# Covid – The Virtual World

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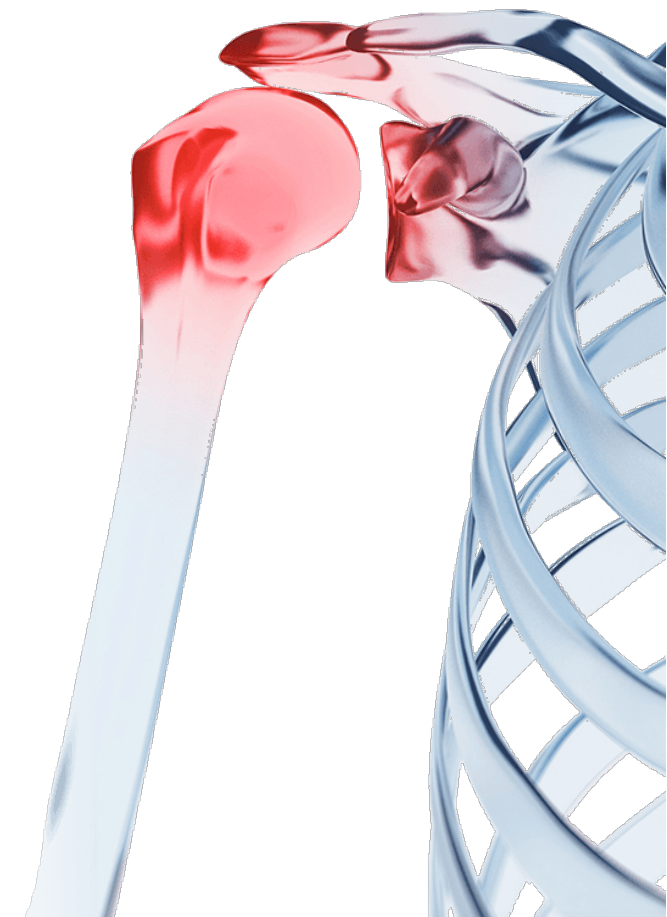
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# Disclosure

- Basic Science Support
  - NIH
- Consultant – Zimmer
- Royalties – None
- Editor in Chief: JAAOS
- President: ASES

# Agenda

- 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**

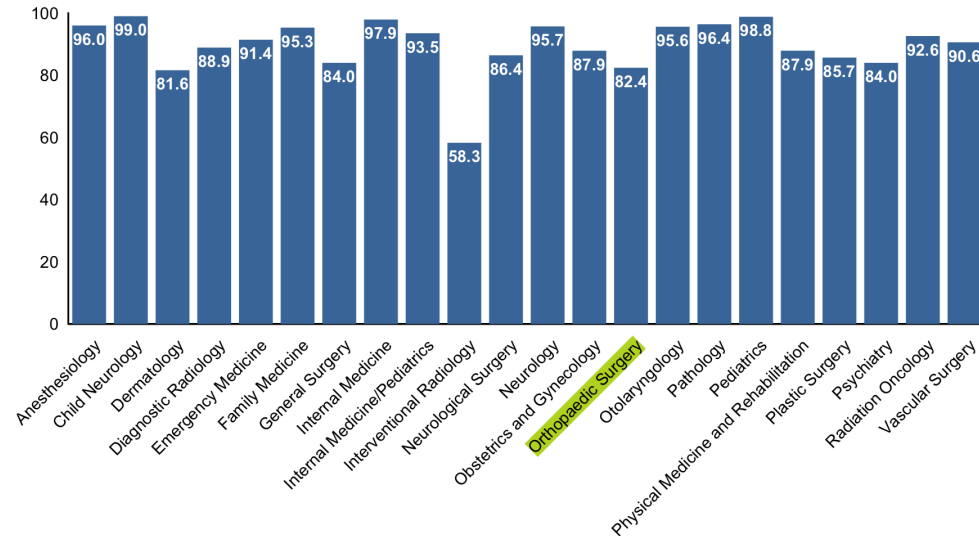


# Historical Match Stats...

- ~80% of US senior allopathic medical students match into orthopaedics

NRMP Website; 2018 Data

**Chart 3** Match Rates of U.S. Allopathic Seniors  
Percent Matched by Preferred Specialty



Source: NRMP Data Warehouse

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

J Am Acad Orthop Surg. 2017 Jan;25(1):61-68. doi:10.5435/JAAOS-D-16-00099.



# 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 than 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



UT Health  
San Antonio

# 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 through 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





ORTHOPAEDICS



## 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 3<sup>rd</sup> year through March of 4<sup>th</sup> 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 3<sup>rd</sup> Friday in March





# Virtual world



- 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



## Early Exposure

Externship  
Prior experience  
(research or  
undergrad)  
Website



## Single Exposure

Interview Day  
Program Intro  
Tours  
Social



Second Look  
Website



## Post Interview

Match

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



PRIOR RECRUITMENT MODEL



Early Exposure (provide program information  
through multiple opportunities)

Virtual Social Events  
Resident Interaction



Virtual "Rotations"



Interview becomes more  
critical

Virtual Interviews



Post Interview Exposure

Virtual Second Look  
Follow up events



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!