

Competency-Based Goals and Objectives of the Career Advising Program

UMKC School of Medicine, Career Advising Services, Office of Student Affairs				
CAREER ADVISING COMPETENCY	REQUIRED SKILL	SPECIFIC LEARNING OBJECTIVES FOR REQUIRED SKILL	LEARNING OPPORTUNITIES	SKILL ASSESSMENT
<p>Mission: The Career Advising Office will help the medical student use their understanding of themselves to make appropriate selections of career paths and entry into the specialty/residency program that is best suited for them.</p>	<p>Successfully identify, select, and gain admission to a specialty residency that is an appropriate fit for the student</p>	<p>Recognition and successful completion of the 4 phases of selecting and gaining admission into a residency training program</p>	<p>Workshops and counseling (individual and group) sessions</p>	<p>Match into a specialty and program of choice</p> <p>Graduation Questionnaire (GQ) – career advising</p>
<p>Goal 1. Develop awareness of the resources for career options/selection through the UMKCSOM Office of Career Advising and AAMC Careers in Medicine (CiM) program</p>	<p>Identify career advising resources at UMKCSOM</p> <p>Recognize the different phases of career determination</p>	<p>The Y1-3 medical student will be introduced to the Career Advising Staff/ Docent/ETC</p> <p>The Y3-5 medical student will be able to navigate the CiM website to learn about relevant phases and resources for the process of selecting a medical specialty</p>	<p>Welcome orientation to UMKCSOM MD Program</p> <p>Workshop on Careers in Medicine</p> <p>Review evolving MSPE document</p>	<p>Meeting with assigned mentor</p> <p>Successful (80% correct) completion of a work sheet</p>
<p>Goal 2: Developing a professional identity</p> <p>(Professionalism and Interpersonal/Communication Skills)</p>	<p>Develop an understanding of professional self</p> <ol style="list-style-type: none"> 1. Personality type 2. Personal values 3. Personal influences 4. Interests 5. Skills 6. Educational experiences 7. Environmental factors/Practice needs 8. Specialty-indecisiveness 	<p>The Y3-4 medical student will be able to articulate a sense of self and how personal values influence career choices and professional interpersonal/communication skills by attaining the following objectives;</p> <ul style="list-style-type: none"> - Y3 - Learn about personality types - Y3 - define their personal values - Y3/4 - explore role of personal influences - Y3/4 - identify interests that may influence choice - Y3 - recognize skills applicable to specialty activities/subj/environments - Y3/4 - identify desired - Y5 - identify intrinsic and extrinsic factors that may contribute to daily work satisfaction (Fall/Summer) - Y5 – will identify areas of career indecision 	<p>Quarterly review of evolving MSPE</p> <p>CiM assessments / workshops</p> <ul style="list-style-type: none"> - MBTI - “Values” assessment - Personal Influence Ex. - MSPI - Skills assessment - EE exercise semi/year-end - Environmental factors and Practice Needs Exercise - Specialty Indecision Scale 	<p>Report of the MBTI</p> <p>Record of completed activity</p> <p>Self-evaluation during</p> <ul style="list-style-type: none"> - Meeting with an advisor - Group activity - On-line activity/Game

Appendix C1: Career Advising Curriculum

<p>Goal 3: Improve overall academic performance (Medical Knowledge)</p>	<p>Recognize learning style</p>	<p>The Y1 and Y3 medical student will</p> <ul style="list-style-type: none"> - Identify their learning style - Identify resources for optimizing learning 	<p>Workshop on MBTI/Learning styles</p>	<p>Progress in academic performance</p>
<p>Goal 4: Knowledge of career-enhancing opportunities (Knowledge)</p>	<p>Readily identify research activities and electives that enhance opportunities for a range of desired specialties</p>	<p>The Y4 will explore options for electives and/or research activities that are relevant to the choice of specialty</p>	<p>Meeting with advisor to review assessments and discuss options for activities that are career-choice enhancing</p>	<p>At Y4 fall-review, the medical student will articulate their assumptions for their career choices</p>
<p>Goal 5: Understand the complete range of specialty options</p>	<p>Successful alignment of personal characteristics and desires with unique features of a range of specialties</p>	<p>The Y3-5 (August) medical student will</p> <ul style="list-style-type: none"> - Identify information sources for specialty selection - Identify a range of specialty interest, including “alternative” careers - Research characteristics of specialties of interest - Identify institutions for specialties of interest 	<p>Specialty Interest Group (SIG) activities Repeat activities for “Environmental Factors and Practice Needs” assessment Online research</p> <ul style="list-style-type: none"> - CiM Specialty Pages - AMA’s FREIDA - CiM website list of links to major websites/journals, etc <p>Library/Journal Research Experiential Activities – Career Fair (August) Externships viz. http://www.mo-afp.org/students&residents.htm</p>	<p>Docent’s determination of fit between student profile, chosen-specialty information, and adviser/Docent’s feedback</p>
<p>Goal 6: Choose a specialty</p>	<p>Informed selection of a specialty</p>	<p>The Y5 (Winter and Spring) identifies a specialty, and begins to explore programs, that are compatible with their goals, aspirations, and skill set</p>	<p>Visit CiM site and review</p> <ul style="list-style-type: none"> - USMLE step I - “Charting Outcomes in the Match” - “Selecting Residency Training” exercise - http://www.facs.org/medicalstudents/britt.pdf 	

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<p>Goal 7: Informed approach to the residency application process (Professionalism)</p> <p>Develop accurate supporting academic records</p> <p>Project a strong image in the residency application (Interpersonal/communication skills)</p> <p>Informed approach to the Match process (knowledge)</p> <p>Goal 7: Preparations for transition to a residency training program</p>	<p>Develop appropriate skills including writing strong: Curriculum vita/personal statement</p> <p>Procure reference letters</p> <p>Develop online application</p> <p>Review academic records for residency application</p> <p>Project a strong image and successfully navigate the interview process</p> <p>Understand the processes of applying for and participating in the Match</p> <p>Plan a timeline for successful transition to residency program</p>	<p>The Y5 (April) medical student will learn to write</p> <ul style="list-style-type: none"> - a curriculum vitae - a personal statement explaining the process of determining specialty of interest and current career goals <p>The Y4-5 MS will identify faculty for reference letters by the conclusion of their clinical rotations</p> <p>The Y5 (July) MS will learn the processes involved in developing the electronic residency application</p> <p>The Y6 (August-October) medical student will confirm the accuracy of their MSPE and transcripts in writing</p> <p>The Y6 (October – 1 week) medical student will learn how to successfully navigate residency placement interviews process (selection/schedule)</p> <p>The Y6 medical student will learn skills to successfully present themselves and appropriately respond to interviewers</p> <p>Y6 (January) will learn the following</p> <ol style="list-style-type: none"> i. Creation of a rank order list ii. Couples match iii. How the Rank algorithm works iv. NRMP Policy <p>The Y6 will develop a timeline to facilitate an organized transition to residency</p>	<p>Workshop on residency application process</p> <p>Review sample CV on CiM website</p> <p>Review sample letters on CiM website</p> <p>Work on application in MyERAS</p> <p>Review the MSPE/transcripts and attest to the same</p> <p>Workshop in development of skills for successfully navigating interviews</p> <p>Panel Discussion with program directors (June)</p> <p>Mock interviews with faculty in the specialty of interest</p> <ul style="list-style-type: none"> - Individual/group viewing of the webcasts on www.nrmp.org (under Communications) - http://futuredocsblog.com/2010/02/14/making-a-match-list-checking-it-twice%E2%80%A6/ - http://www.usmletomd.com/tips4match/2007/09/last-few-months-before-match-some-tips.html <p>Y6 meeting to address completion of paperwork for</p> <ul style="list-style-type: none"> - graduation - residency (licensure, etc) <p>Meeting with financial counselor (address loans, etc)</p>	<p>Evaluation of curriculum vita</p> <ul style="list-style-type: none"> - Workshop - Office of career advising - Mock interviewers <p>OSA will confirm receipt of LOR by September</p> <p>Timeliness for meeting requirements</p> <p>Final review by OSA to confirm accuracy</p> <p>Student evaluation of workshop and mock interviews</p> <p>Faculty evaluation/feedback</p> <p>Student assessment of class meeting</p> <p>Match/SOAP – March</p> <p>Meeting timeline for sending in required paperwork</p>
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