Tips on Sub-Internships, Interviews, and the Match Process

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No Disclosures
Sub-internships

“25% of our current residents did subinternships here. The one month really lets us get to know them so they must audition well. Residents must like them too and we quickly hear about the duds. Amazing how some will self-destruct but it makes our jobs easier I guess.”
Sub-internships

“We have 30 or so sub-interns rotated each year for 4 week electives. We typically have them give a 15 minute presentation on a case, research, whatever at rounds so that they can get some airtime. Of our 3 slots per year, one almost always goes to a sub-I. If there’s a tie, our vote will go to the subintern when we finally vote. At least 2 previous sub-interns are now on staff, so it’s been a very good predictor.”
Sub-internships

“The visiting medical student clerk is one of the most important parts of our recruitment. We will have anyone who is competitive rotate here. We match them up for 2 two week rotations. At the end I have a form filled out by resident and staff if we should take him or her. Our best residents have been clerks. It also has been a way for candidates that are not as competitive to come here and show their skills and get in. I would strongly recommend all medical students to rotate at 2 different programs in their area of interest. They need to show up and kick butt. First there and last to go. No 80 hour rules for them. Volunteer for call. But don’t be overbearing and arrogant. If you shine you get in. If you are a jerk you will never get in.”
Sub-internships

“They will standout if they try to get responsibility. Sub-internship is a time to show you are a great team player. If the residents hate you, the staff will hear about it. This is the time to absolutely make life about the rotation. Reading like a maniac, know everything about the patients all the time but be a helper to the residents. Don’t upstage them. If you cant be a gunner for 4 weeks in your 4th year, you never will be. The program won’t want you.”
Tips for your Sub-internship

• Get advice on 1-2 programs to rotate from a mentor
• Know the answers, but don’t be arrogant about it
• Work well on the team if you want to secure your fate
Tips for your Sub-internship

- **BE PREPARED TO WORK HARD**
  - Do a case report with your staff
  - Ask to present a case or research
  - Take responsibility for your patients and follow them full circle
  - Make contacts with all the vascular staff/residents/everyone
Interviews

Katharine Hepburn: "Death will be a great relief. No more interviews."

Jack Handy: "When you go in for a job interview, I think a good thing to ask is if they ever press charges."

Todd Bermont- ’10 Insider Secrets to a Winning Job Search’ author: "So many people out there have no idea what they want to do for a living, but they think that by going on job interviews they’ll magically figure it out. If you’re not sure, that message comes out loud and clear in the interview."
Interviews

• Know your application inside and out
• Have support letters from people who really know you
• Discuss your research/clinical interests/etc like you are the expert
• Be prepared for the common questions:
  • 5-year plan / 10-year plan
  • Most challenging case
  • Your strengths and weaknesses
• Don’t be arbitrarily ‘quirky’ just to stand out
Interviews

• The interview is ‘all inclusive’
  – It starts when you are contacted requesting the interview, and continues through all correspondence, meals, with staff, residents, secretaries, program coordinators.

• Should I ‘follow-up’?
Interviews

• During my interview, the program director asked me about other programs to which I had applied and how I plan to rank them. Am I obligated to provide that information?

• No. Section 6.0 of the Match Participation Agreement prohibits programs from requiring applicants to reveal the names or identities of programs to which they have or may apply. Any program that requires an applicant to disclose such information is in violation of NRMP policy and will be investigated by the NRMP.
Interviews

Get to know your fellow applicants – it can save you money
Both applicants and programs may express their interest in each other; however, they shall not solicit verbal or written statements implying a commitment. Applicants shall at all times be free to keep confidential the names or identities of programs to which they have or may apply.
Before The Match

- You may express strong interest in your top programs (top 2, top 10, top 25? Maybe not)
- Writing notes, emails are common
- Have a staff CALL if you are VERY interested
Before The Match

• You may get a call from programs who will rank you in a matchable position:
  – WHAT DO YOU SAY?

• Do you have a Plan B?
The Match

• If you Match – Congratulations
  – Contact your new job and get started on the paperwork

• If you don’t Match – remind yourself how competitive Vascular Surgery Residency is
  – Preliminary Surgery
  – Work on your weaknesses
  – Talk to your mentor