

dear residents

Looking Back at the Interview Season

January 21, 2024

Dear Residents,

We completed our **interview season** last Friday – we do have the two second look events as well as some PSTP second visits still to come. Interest in our program remains high.

National ERAS Data

Specialty	Grad Type	ERAS 2024
Internal Medicine	DO	3,383
	IMG	13,525
	MD	8,350
	Overall	25,258
Internal Medicine/Pediatrics	DO	85
	IMG	409
	MD	446
	Overall	940
Internal Medicine/Psychiatry	DO	31
	IMG	119
	MD	86
	Overall	236

Our Data

Total applications received for Internal Medicine: **4006**

International Medical Graduate applicants: **1718**

IM Interviews completed: **585**

International Medical Graduate interviews completed: **30**

Med-Psych applicants: **139**

Med-Psych interviews completed: **22**

I truly appreciate your efforts in interacting with the applicants and showcasing our program. These are your future colleagues, and your engagement is vital in recruiting them. We have over 120 applicants who will be visiting our campus for the second look days. I know that you will receive them with warm enthusiasm.

Recruiting is not easy and it's expensive both in terms of direct costs and indirect costs. I am grateful that our residency reputation is strong, but having said that we continuously need to refine and reinforce our brand. With so much change afoot – our program, of necessity, has had to rebrand itself to incorporate a changing educational curriculum – some because of updated ACGME requirements, some because we have experienced immense clinical expansion. Like a large weather pattern, these forces impact the learning environment.

This year, we **streamlined** our interview season with standardized applicant reviews and by utilizing core faculty interviewers. We heavily employed both program signals and geographic preferences to help enrich our pool with those who were more than just window-shopping and perhaps genuinely interested in our program. We interviewed a diverse group from all over the world.



With your help we communicated the **strengths of our program**:

- Diversity of healthcare sites and the patient population
- A resident-centered culture with hands-on training
- A rigorous but humanistic program
- A promise to protect and promote resident wellbeing
- The assurance to actively seek and act upon your feedback
- The diversity and quality of current residents and fellows
- The commitment of our faculty to education and to your professional development
- The immense growth in our healthcare systems and the new opportunities that arise for education
- A modern forward-looking orientation – adaptive and agile
- The added benefit of combined programs
- Several research pathways
- Exceptional fellowship placement

No program meets the aspirations of every applicant, but we hope that we come close. In many ways, the paradigm has changed from “buyer beware” to “seller beware.” It’s an art to be enthusiastic while remaining forthright. I’ve made errors previously, enthusiastically promoting an aspiration as a likely event. Unless it’s close to certain, there should be no promises - we have all learned from the failure of the 4+4 pitch a couple of interview seasons ago. Dan Pink in his book, [To Sell is Human](#) suggests that it takes three things to make a successful sales pitch:

Attunement: understanding the perspective of the “buyer.” Not just their feelings but their thoughts.

Buoyancy: be mostly positive but use your negativity to remain grounded – a sunny outlook + a gritty spirit.

Clarity: clarify what you are actually offering – focus on potential and not just past accomplishments.

I would be remiss to not draw your attention to the efforts of **Drs. Ruggiero and Paulk** who completed the bulk of the application reviews and streamlined interview day assignments, the **chief residents** who illuminated the nuts and bolts of our program and who organized your engagement, and to the efforts of **Marc** and his team, especially **Alyssa, Cydney, Jerry,** and **Thi** who executed the interview season flawlessly. And a very special thank you to **Drs. Wang and Johnson** for making the time each interview day to speak to the applicants. Finally, thank **you** for being our greatest asset. Without you we are just walls and hallways.

Dino Kazi