



UNIVERSITY OF
SOUTH DAKOTA
SANFORD SCHOOL OF MEDICINE

Office of Student Affairs – Career Counseling Program

Mission Statement:

The aim of the SSOM Career Counseling Program is the development and progression of each medical student, with emphasis on academic and personal strengths, culminating in successful commencement in a medical residency.

Pillar 1

Theme	Event and Timing	Learning Objectives	Action
Student Affairs Services to Students	Orientation to Pillar 1: provide overview of specialties and the personal use of online resources for identifying personal strengths, interests and skills	<ol style="list-style-type: none">1. Introduce students to the Career Counseling Program and outline goals for each Pillar2. Introduce Careers in Medicine online resource	Required Activity: Students will gain confidence in the specialty selection process in place at SSOM as they progress through the curriculum
Self - Evaluation	During 1st semester: Clinical Foundations class with conducting the Myers Brigg Type Inventory	<ol style="list-style-type: none">1. Understand individual strengths and characteristics as it relates personality types and to careers	Required activity: Part of Clinical Foundations course; Complete and review personal results of MBTI

General Advising	First Semester: Faculty Advisor (BBS and clinical) assigned to each small group	<ol style="list-style-type: none"> 1. Provide personal faculty connections with colleagues as a resource for career advising and guidance early in medical education 	Required Activity: Informal meetings take place as part of the required curriculum
Specialty Leaders & Career Options	First year: Annual Department Chair presentations on Career Planning for specific specialty	<ol style="list-style-type: none"> 1. Students will identify the school's key leadership for each specialty. 2. Students will understand the specifics of the specialty (residency, call, salary, work/life balance) and will have opportunity to explore the discipline and sub specialties 	Optional activity: Students attend during 1 st or 2 nd year.
Multi-specialty Clinical Experiences	Semesters 2 & 3: Clinical Shadowing Experiences	<ol style="list-style-type: none"> 1. Provide clinical exposure to disciplines of potential interest to student 2. Connect with clinical faculty in the specialties 	Required Activity: Students spend one-half day per month in the clinical setting.
Associations with others in specialty	Beginning in 1 st semester and continuing throughout all three Pillars: Specialty Interest Groups	<ol style="list-style-type: none"> 1. Become acquainted with the specialty and sub specialties through interaction with faculty and residents 2. Participate in simulation exercises and procedural labs to enhance skills 3. Develop mutual interests with peers 	Optional activity: Attend one or more specialty interest groups and meetings
Peer Resources	Peer Mentorship Program	<ol style="list-style-type: none"> 1. Discover the value of using peers for sharing information 2. Identify specific skills and resources from among peers 	Optional activity: Pillar 1 students meet with Pillar 2 or Pillar 3 students in pairs either formally and/or informally for guidance and clarification of specific details unique to each specialty

Pillar 2

Theme	Event and Timing	Learning Objectives	Action
Student Affairs Services to students	Career/Residency Planning Session – Part 1: During Orientation for Pillar 2	<ol style="list-style-type: none"> 1. Review Careers in Medicine 2. Introduction to NRMP and Match statistics 3. Introduction to FREIDA (online database of all GME programs in the US) 4. Introduction to ERAS (discuss application process for residency including deadlines, requirements, etc.) 	Required activity: Student participation in online searches
Campus Leadership Resources	Campus Deans – FARM program Director: Career Planning Meetings with Students	<ol style="list-style-type: none"> 1. Outline requirements of residency of choice 2. Discuss competitiveness of applicant 3. Introduce parallel plan option 4. Review Pillar 3 required rotations and electives 5. Discuss external rotations 6. Facilitate connection of student with department chair of specialty choice 	Required activity: One-on-one meeting with each student at least once during Pillar 2
Student Affairs Leadership Resources	Assistant Dean of Student Affairs: Individual Career Counseling meetings with students	<ol style="list-style-type: none"> 1. Review specialty decision or indecision 2. Evaluate Pillar 3 schedule and provide recommendations 3. Discuss external rotations 4. Discuss personal strengths, weaknesses and opportunities that have a role in career choice 	Required activity: One-on-one meeting with each student at least once during Pillar 2

<p>Student Affairs Services to students</p>	<p>Career/Residency Planning Session – Part 2: During September of Pillar 2</p>	<ol style="list-style-type: none"> 1. Presentation on OSCE, USMLE Step 2CK and 2CS 2. Introduction to MSPE Interview with Dean of Students/Assistant Dean of Students 3. Introduce basic outline of MSPE 4. Discussion of specifics of choices for Letters of Recommendation, number required, information provided to each author 5. Outline of Schedule and requirements for Pillar 3 (required rotations, electives, VSAS, deadlines) 6. Review of CiM, FREIDA online, ERAS 7. Introduce NRMP and other matching programs 	<p>Required activity: Student participation in review of resources and discussion of LOR's, deadlines, and NRMP process</p>
<p>Student Affairs Services to Students</p>	<p>Career/Residency Planning Session – Part 3: During OSCE week at the end of Pillar 2</p>	<ol style="list-style-type: none"> 1. Presentation on writing the CV 2. Presentation on composing the Personal Statement 3. Financial aid and debt management for residency and beyond 4. Guidelines for effective financial management of loans and personal assets 	<p>Required activity: Students participate in discussion and drafting a personal statement. Includes presentation by a professional financial advisor</p>
<p>Provide Connections with Program Directors</p>	<p>Career Fair: During Cultural Immersion week when students are all at one site</p>	<ol style="list-style-type: none"> 1. Presentations about specific residencies by staff, program directors, residents of SSOM programs 2. Provide information and answer questions related to specialty and training requirements 3. Representation of military service branches and options during residency training 	<p>Optional activity: Students participate in gathering information and making connections with specific programs</p>

Specific association with physicians in the specialty	Specialty Interest Groups	<ol style="list-style-type: none"> 1. Become active in a leadership role in a specialty or sub specialty through interaction with faculty and residents. 2. Participate in simulation exercises and procedural labs to enhance skills 	Optional activity: Leadership and hands-on activity for interested students
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Pillar 3

Theme	Event and Timing	Learning Objectives	Action
Campus Leadership specific resources	Campus Deans – Career Planning Follow-up Meetings with Students	<ol style="list-style-type: none"> 1. Review requirements of residency of choice 2. Re-assess competitiveness of applicant 3. Discuss details of a parallel plan option 4. Review Pillar 3 required rotations and electives not yet completed 5. Discuss need for external rotations 6. Facilitate collaboration of student with department chair of specialty choice 	Required activity: Student meets with Campus Dean for additional follow-up on their residency planning and discussion of LOR's and interview skills.
Student Affairs Services to Students with peer insight to residency Match, and	Career/Residency Planning Session – Part 4: The week following the Match for the previous class: Includes Medical Student Panel and Program Directors Panel	<ol style="list-style-type: none"> 1. Discussion of Match results 2. Recently matched medical students answer questions and provide advice on the residency application process and the Match. 3. Program directors from SSOM answer questions and give tips to 	Optional activity: Students have opportunity to connect with recently matched students, program directors and also ask relevant questions

Program Director insight to the residency Match		<p>new Pillar 3 students on expectations for interviewing and residency</p> <ol style="list-style-type: none"> 4. Overview of required Mock Interviews in preparation for residency interviews 5. Updates on Pillar 3 Schedule 	
Student Affairs Services to prepare applications	Assistant Dean of Medical Student Affairs: During first half of Pillar 3 Review and Editing of Curriculum Vitae and Personal Statements	<ol style="list-style-type: none"> 1. Students are provided guidance and editing of CV's and PS's as they prepare for residency application 	<p>Required activity:</p> <p>Students are expected to communicate with the Assistant Dean of Medical Student Affairs throughout the process of finalizing their CV's and PS's.</p>
Student Affairs Services to prepare applications and prepare the MSPE	Dean and Assistant Dean of Medical Student Affairs: During first half of Pillar 3: MSPE Interviews	<ol style="list-style-type: none"> 1. Students are given feedback on CVs and PSs during the MSPE Interview 2. Students are provided information about specific residencies where they may wish to apply 3. Students are informed about the VISIT program for their away rotations and for their residency interviews 4. Students are reminded of the Mock Interview requirement 5. The LOR's authorship listing is discussed 	<p>Required activity:</p> <p>Students are expected to bring a draft of their CV and Personal Statement along with their plans for away rotations, interview locations, and possible fellowship interests after residency.</p>
Student Affairs Services to students	Individual meeting with Financial Aid Staff from Student Affairs: Financial Aid Exit Interview	Individual meetings with each student takes place to discuss personal financial portfolio, their debt portfolio, and the multiple options and resources concerning repayments	<p>Required activity:</p> <p>Student meets with staff to assure that they have been fully informed of their loans and options for repayments</p>
Focused interest in specialty	Specialty Interest Groups	<ol style="list-style-type: none"> 1. Continue being active in a leadership role in a specialty or sub specialty through interaction with faculty and residents 2. Participate in simulation 	<p>Optional activity:</p> <p>Students focus on their chosen specialty and the skills needed for success in the career</p>

		exercises and procedural labs to enhance skills	
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