Tips for the Orthopaedic Fellowship Match Webinar

Presented by: AAOS Board of Specialty Societies (BOS) Match Oversight Committee
Tips for the Orthopaedic Fellowship Match

Brian R. Wolf, MD, MS
Chair AAOS BOS Fellowship Match Committee
Congdon Professor and Vice-Chairman of Orthopaedic Surgery
Team Physician – University of Iowa Athletics
University of Iowa, Iowa City, IA, USA
I (and/or my co-authors) have something to disclose.

Detailed disclosure information is available via:

“My Academy” app;

Printed Final Program; or

AAOS Orthopaedic Disclosure Program on the AAOS website at http://www.aaos.org/disclosure
Disclosures

• AAOS: Board or committee member
• American Orthopaedic Society for Sports Medicine: Board or committee member
• Arthrex, Inc: Other financial or material support
• CONMED Linvatec: Paid consultant
• Mid America Orthopaedic Association: Board or committee member
• OREF: Research support
• Orthopaedic Journal of Sports Medicine: Editorial or governing board
Overview

• Goals
  • Provide background for fellowship matching
  • Give applicants pearls for fellowship application and match process
  • Provide Fellowship faculty perspective
  • Provide tips from residents who recently went through the match
Registration Survey info…

- Mostly PGY3 and PGY4
- Specialties: Adult Reconstruction, Hand and Sports most common
- Majority plan to complete 1 fellowship

- Number of applications 9-16 or 17-24
- Number of interviews 9-12
- Reason overwhelmingly very interested in subspecialty
BOS Fellowship Match Committee

- Established to monitor match process
  - 6 matches for 7 subspecialties in ortho
- Work with SF Match
- Work with ACGME on any changes
  - 2015 – ACGME now working with osteopathic programs
  - Milestones being applied to fellowships
- Sounding board for problems with match process - mediation
Fellowships

- Between 90-95% of residents will do a fellowship after residency
- All subspecialties are participating in a match process
- ... but not all programs
- Applicants Applying to 15-25 programs depending on specialty and strength of application and target fellowships
- Ranking 10-12
SF Match

- Fellowship matching service
  - Since 1977
- Works with multiple subspecialties besides orthopaedic fellowships
  - 3 residencies
  - 18 fellowships
- Online application process – collects information from candidates and distributes it to programs (CV, letter of rec, photo, etc)
Communication

• BOS FM committee
  – Most subspecialties have policies in place that monitor post-interview communication
  – Communication after interview is generally discouraged
  – Strongly discourage discussion of rank list

• Each specialty has different means of enforcing communication rules
  – Gentleman’s agreement (ASES, Peds)
  – Probation (Sports)
Recent issues

- **Tryouts** – strongly discouraging programs and residents from arranging visits to programs prior to interview to “tryout”
  - Hip/knee, sports

- **Faculty change after match**
  - Incoming fellows caught between two programs
  - Handled by specialty society, input from BOS FMC
# Last Year’s Match

<table>
<thead>
<tr>
<th></th>
<th>Tumor</th>
<th>Adult Recon</th>
<th>Foot/Ankle</th>
<th>Hand</th>
<th>Peds</th>
<th>Shoulder/Elbow</th>
<th>Spine</th>
<th>Sports</th>
<th>Trauma</th>
</tr>
</thead>
<tbody>
<tr>
<td># Programs</td>
<td>15</td>
<td>54</td>
<td>42</td>
<td>82</td>
<td>43</td>
<td>28</td>
<td>63</td>
<td>95</td>
<td>48</td>
</tr>
<tr>
<td># Positions</td>
<td>21</td>
<td>139</td>
<td>75</td>
<td>168</td>
<td>71</td>
<td>43</td>
<td>118</td>
<td>230</td>
<td>78</td>
</tr>
<tr>
<td># Applicants</td>
<td>Comb. Adult Recon</td>
<td>246</td>
<td>76</td>
<td>206</td>
<td>80</td>
<td>36</td>
<td>143</td>
<td>258</td>
<td>90</td>
</tr>
</tbody>
</table>
Advice for residents on the fellowship match

- Match is considered a binding agreement
- Many programs now have non-compete clauses – residents should check into this
  - Hip and knee
  - Shoulder and elbow
- Application process
  - June to December
- Interviews – typically December to March
- Match occurs Feb to April
<table>
<thead>
<tr>
<th>Specialty</th>
<th>Applicant registration begins</th>
<th>CAS target/application deadline date</th>
<th>Interview Period</th>
<th>Rank list submission deadline</th>
<th>Results released to programs</th>
<th>Results released to applicants</th>
<th>Post-match vacancies posted</th>
<th>Training position starts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trauma</td>
<td>Tuesday, June 2, 2015</td>
<td>Tuesday, Oct 30, 2015</td>
<td>Oct 7, 2015 – Jan 26, 2016</td>
<td>Tuesday, Feb 2, 2016</td>
<td>Tuesday, Feb 16, 2016</td>
<td>Tuesday, Feb 16, 2016</td>
<td>Tue     , Feb 16, 2016</td>
<td>Aug 2017</td>
</tr>
<tr>
<td>Pediatric</td>
<td>Tuesday, Sep 1, 2015</td>
<td>Monday, Oct 5, 2015</td>
<td>Nov 16, 2015 – Mar 31, 2016</td>
<td>Friday, Apr 1, 2016</td>
<td>Friday, Apr 8, 2016</td>
<td>Friday, Apr 8, 2016</td>
<td>Friday, Apr 8, 2016</td>
<td>Aug 2017</td>
</tr>
<tr>
<td>Hand</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>Aug 2017</td>
</tr>
</tbody>
</table>
Help for applicants

- **Fall webinar**
  - Preparing for the fellowship application process
- **Spring Webinar**
  - How to get the most out of our fellowship year

- Fellowship handbook by AAOS – most fellowships are listed
- Web resources
- This webinar will be available through AAOS
Questions

• Please use the chat box to ask any questions throughout the webinar.
THANK YOU FOR JOINING THE WEBINAR!

brian-wolf@uiowa.edu
San Francisco Matching Program

Dennis Thomatos
Executive Director, SF Match
Disclosures

This individual reported nothing to disclose
Navigating the Application Process

• Applicant Perspective
• Photos
• Match Results
New for 2015

- New shopping cart for applicants makes it easy to add programs by state
Applicant Profile

Tabbed selections for applicants
All profile information is real-time
Applicant Perspective

Click on Cart after making selection
Central Application Service (CAS)

About CAS

The Central Application Service (CAS) distributes applications to residency and fellowship training programs online. Applicants are required fill out a CAS application form, provide a set of required documents, and select programs for distribution. A separate fee is required for CAS distributions.

Applicants are required to have the following documents in order to apply to programs:

1. Complete and submit CAS application form (online);
2. Three letters of reference from full-time faculty members or physicians who have knowledge of applicant’s clinical ability;
3. Updated CV;
4. Distribution list and payment

CAS instructions are available to download by using this link: [Download CAS Instructions]

Distribution Fees

CAS application distribution fees increase progressively according to the number of applications chosen. CAS initial distribution list fees are as follows:

<table>
<thead>
<tr>
<th># of CAS Distributions</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - 10</td>
<td>$60.00</td>
</tr>
<tr>
<td>11 - 20</td>
<td>$10.00 per program</td>
</tr>
<tr>
<td>21 - 30</td>
<td>$15.00 per program</td>
</tr>
<tr>
<td>31 - 40</td>
<td>$20.00 per program</td>
</tr>
<tr>
<td>41 or more</td>
<td>$25.00 per program</td>
</tr>
</tbody>
</table>

Supplemental distributions cost $35 per program regardless of how many programs you have applied to. If you have questions or need assistance, please contact the Match Office at 1-888-337-4668.
Applicant Login View
Application form is tabbed
Applicant Steps

- Applicant registers on SFMatch system and gets ID#
- Applicant reviews CAS instructions and timeline
- Applicant gathers required documents and sends to SFMatch
- Applicant submits program choices and pays dist. Fees
- Applicant completes online CAS application
CAS Instructions

Detailed description of:

• How long it takes to process documents
• How and where to send in your documents
• Processing time to receive documents into our system (Allow 5 days)
• How to handle missing items (LOR that will be late)
• Overall recommend time to allow for distribution (up to 3 weeks)
• Does not exist for Foot and Ankle Match (non centralized application)
Key Items for Applicants

Read the instructions and plan ahead

• Submit all required items and follow the written procedure for any missing items

• You can complete your distribution list and CAS application before your documents are received. **Key is to complete all items. Any missing item holds the application.**

• Once all items are met, your application gets distributed.

Photocopies of documents are acceptable except for private letters of reference
FAQ’s from Applicants

• Q. Where do I find the deadlines for turning in my application materials?

• A. Check the Specialty Timetable on our website.
Frequently Asked Helpdesk Questions

For nearly 40 years the SF Match has provided residency and fellowship matching services to specialties and subspecialties across the spectrum of medicine. Our easy-to-use applicant review and ranking process has a proven record of success, and our Centralized Application Service makes the processing, distribution, and review of applications as easy as clicking your mouse.

How the Match Works
Learn how the algorithm matches applicants with programs.
Read More

Match Rules
Match rules were prepared to ensure the integrity of the Matching process.
Read More

Need Matching Services?
Learn how you can take advantage of SF Match’s services.
Read More

Start Here
Candidates, select your specialty of interest to find information regarding steps to the match.

AAOS
American Academy of Orthopaedic Surgeons
Orthopaedic Sports Medicine Fellowship

Overview - Orthopaedic Sports Medicine Fellowship Match
The Orthopaedic Sports Medicine Fellowship Match (OSMF) was established in 2008. Its goal is to coordinate fellowship appointments, thus relieving the pressure of uncoordinated appointments and forcing early choices. The sports medicine fellowship match has 93 programs representing 219 fellowship positions participating. The participating programs will make any appointments until the match has been completed.

Sponsorship
The American Orthopaedic Society for Sports Medicine (AOSSM) and Arthroscopy Association of North America (AAANA) sponsor the matching process and provide a forum for the discussion of match-related issues. The SF Match office does not in any way sponsor or approve any of the participating programs. The function of the SF Match is strictly limited to processing of the match. Listing or not listing of any program in the directory does not imply any form of approval, disapproval or endorsement.

About the Match
The Match takes place in April and will be used to process all applicants who want to start their fellowship training in August of the following year. Applicants are responsible for ensuring they meet all prerequisites for eligibility prior to registering for the match.
## Specialty Timetable

<table>
<thead>
<tr>
<th>Overview</th>
<th>Central Application Service (CAS)</th>
<th>Timetable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wednesday, September 2, 2015</td>
<td><strong>Applicant registration begins.</strong>&lt;br&gt;<strong>Please note that although registration is open until the rank list deadline, applicants are encouraged to register as early as possible to allow time to apply and for interviews.</strong></td>
<td></td>
</tr>
<tr>
<td>Thursday, October 8, 2015 CAS Target Date</td>
<td><strong>This is the Target Date for applicants to complete the requirements for application distribution.</strong>&lt;br&gt;<strong>This is NOT a deadline. Some programs accept applications at any time while others may set a deadline. If the applicant’s responsibility to contact training programs for individual deadline dates.</strong></td>
<td></td>
</tr>
<tr>
<td>Monday, November 2, 2015 CAS Application Deadline</td>
<td><strong>All the following must be received by CAS SF Match by this date:</strong>&lt;br&gt;1. Completed CAS Application Form (On-line Submission).&lt;br&gt;2. CAS Distribution List &amp; Payment (On-line Submission).&lt;br&gt;3. USMLE scores.&lt;br&gt;4. Four (4) letters of reference.&lt;br&gt;5. Updated CV (specified format).</td>
<td></td>
</tr>
<tr>
<td>Tuesday, December 1, 2015</td>
<td><strong>Interview invitations will be sent out by programs, starting on 12/1</strong></td>
<td></td>
</tr>
<tr>
<td>January 2 – March 21, 2016</td>
<td><strong>Sports Medicine / Arthroscopy Interviews begin.</strong></td>
<td></td>
</tr>
<tr>
<td>Thursday, March 24, 2016 12:00 PM (noon) PST Match Deadline</td>
<td><strong>ALL rank lists must be submitted by 12:00 PM (noon) PST. After the deadline rank lists choices will be locked and no changes can be made</strong></td>
<td></td>
</tr>
<tr>
<td>Thursday, April 7, 2016 Match Results &amp; Post Md. Vacancies</td>
<td><strong>Match results are made available to programs, applicants, and US medical schools through the SF Match system. Login is required to view results.</strong>&lt;br&gt;<strong>Any vacancies which remain after the match will be announced on the Immediate Vacancies page. The list is subject to change and we do our best to only post and process requests to forward applications to active vacancies. Contact programs directly or use the provided form on this page to have your completed CAS file sent. Programs are responsible for contacting the SF Match to remove a vacancy once filled.</strong></td>
<td></td>
</tr>
<tr>
<td>August 2017</td>
<td><strong>Orthopaedic Sports Medicine fellowship training begins.</strong></td>
<td></td>
</tr>
</tbody>
</table>

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**AAOS**<br>American Academy of Orthopaedic Surgeons

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**American Association of Orthopaedic Surgeons**
FAQ’s from Applicants

• Q. What if all of my Letters of Reference (LOR’s) are not in by the deadline?

• A. Check your specialty timetable for specific rules. SF Match will continue processing application materials past the deadline dates.
FAQ’s from Applicants

• Q. If I turn in my match list early can I change it?

• A. Yes. Applicants are able to clear their rank list and re-submit.
FAQ’s from Applicants

2015 Adult Hip & Knee/Tumor Fellowship Match for 2016 positions

Rank your programs in the order of preference. Use the pull down menu to assign the desired rank order. If you make a mistake click on “Clear Rank List” and re-submit. Changes are allowed up until the match deadline.

Programs without an assigned rank order number will not be part of your rank list. To remove programs from this tab, go to the “Interviews” tab and uncheck the “Interview completed” box associated with the program. Your match results will be published here when results are released. Please check the match timetable for dates.

Rank List Status: Submitted

Withdraw from Match  Print Rank List  Clear Rank List

<table>
<thead>
<tr>
<th>Program ID</th>
<th>Program Name</th>
<th>Subspecialty</th>
<th>State</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>3929</td>
<td>MSKCC (Memorial Sloan-Kettering Cancer Center)</td>
<td>Tumor</td>
<td>NY</td>
<td>1</td>
</tr>
<tr>
<td>3947</td>
<td>UT M.D. Anderson Cancer Center Musculoskeletal Onc</td>
<td>Tumor</td>
<td>TX</td>
<td>2</td>
</tr>
</tbody>
</table>

Total Count: 2

Rank List Due: Friday, April 10, 2015 AT 12:00 PM PST

AAOS

American Academy of Orthopaedic Surgeons

American Association of Orthopaedic Surgeons
FAQ’s from Applicants

• Q. How can I be sure that my application was submitted successfully?

• A. Log into your portal and view the Applicant Status. It will say Distributed. Documents will show a distribution date.
Photos

Photos are optional for applicants to submit online.

Photos can be viewed by programs once the program checks the Add to Interview List.
Photos

Programs click on the default answer to change No to Yes. Confirm with Checkbox
Cover Sheet for Programs

Photos are voluntary and can’t be seen until an interview is offered

Program Interview Form – New 2015
Is it possible for an applicant to match to more than 1 orthopaedic specialty with the SF Match?

No. Upon release of results applicants with a competing rank list will be withdrawn. Our website clearly states:

Applicants Registered In More Than One Match
Applicants who have registered for more than one orthopaedic fellowship match must be aware that upon successfully matching to an orthopaedic specialty, he/she will be withdrawn from all other specialty matches. The fees paid to register/apply to other specialties are not refundable.
## Match Results

### 2015 Adult Hip & Knee/Tumor Fellowship Match for 2016 positions

Rank your programs in the order of preference. Use the pull down menu to assign the desired rank order. If you make a mistake click on "Clear Rank List" and re-submit. Changes are allowed up until the match deadline!

Programs without an assigned rank order number will not be part of your rank list. To remove programs from this tab, go to the "Interviews" tab and uncheck the "Interview completed" box associated with the program. Your match results will be published here when results are released. Please check the match timetable for dates.

**Rank List Status:** Submitted  
**Match Status:** Matched with Mayo Musculoskeletal Oncology Fellowship  
**Rank List Due:** Friday, April 10, 2015 AT 12:00 PM PST

<table>
<thead>
<tr>
<th>Program ID</th>
<th>Program Name</th>
<th>Subspecialty</th>
<th>State</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>3901</td>
<td>U. of Florida Musculoskeletal Oncology Fellowship</td>
<td>Tumor</td>
<td>FL</td>
<td>6</td>
</tr>
<tr>
<td>4553</td>
<td>University of South Florida, MSK Fellowship</td>
<td>Tumor</td>
<td>FL</td>
<td>8</td>
</tr>
<tr>
<td>3905</td>
<td>Emory University Musculoskeletal Oncology Fellowship</td>
<td>Tumor</td>
<td>CA</td>
<td>9</td>
</tr>
<tr>
<td>3913</td>
<td>Massachusetts General Hospital Fellowship Tumor</td>
<td>Tumor</td>
<td>MA</td>
<td>2</td>
</tr>
<tr>
<td>3920</td>
<td>Mayo Musculoskeletal Oncology Fellowship</td>
<td>Tumor</td>
<td>MN</td>
<td>4</td>
</tr>
<tr>
<td>3945</td>
<td>Vanderbilt Orthopaedic Institute Musculoskeletal/O</td>
<td>Tumor</td>
<td>TN</td>
<td>1</td>
</tr>
<tr>
<td>3947</td>
<td>UT M.D. Anderson Cancer Center Musculoskeletal Onc</td>
<td>Tumor</td>
<td>TX</td>
<td>7</td>
</tr>
<tr>
<td>3951</td>
<td>Sarcoma Advanced Research and Clinical (SARC) Fell</td>
<td>Tumor</td>
<td>UT</td>
<td>3</td>
</tr>
<tr>
<td>3956</td>
<td>University of Washington Orthopaedic Oncology Fellowship</td>
<td>Tumor</td>
<td>WA</td>
<td>5</td>
</tr>
</tbody>
</table>
Adult Hip & Knee/Tumor Fellowship Match

Date: 8/7/2015

Mayo Clinic,
200 First Street SW,
Rochester MN 55905

Applicant ID: 23122
Match Year: 2014-15
Training: 2016-17

Dear FIRST, LAST (APPLICANT)

We are pleased to announce that you have matched to the following Adult Hip & Knee/Tumor Fellowship program to begin training in August 2016.

<table>
<thead>
<tr>
<th>Applicant</th>
<th>Matched Program</th>
<th>Director Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>23122 Wandel Chris</td>
<td>5920 Mayo Musculoskeletal Oncology Fellowship</td>
<td>Peter Rosa, MD</td>
</tr>
</tbody>
</table>

You now have a legally binding commitment with the above program. You must withdraw from any competing matches. We congratulate you on this achievement and wish you success in your career.

Sincerely,

Dennis S. Thomatos,
SF Match Manager,
655 Beach Street,
San Francisco, CA 94109.
What a Program Looks for in the Sea of Applicants

Panel Members:

• Leesa Galatz, MD, Shoulder, Washington University St. Louis
• Joel Sorger, MD, Oncology, Cincinnati Children’s Hospital
• Wudbhav Sankar, MD, Pediatric Orthopaedics, Children’s Hospital of Pennsylvania
• Lisa Taitsman, MD, Trauma, University of Washington
• James Holmes, MD, Foot and Ankle, University of Michigan
Shoulder and Elbow – What Programs Look for in a Sea of Applicants?

Leesa M. Galatz, MD
Chair – ASES Fellowship Match Committee
Disclosures

- AAOS: Board or committee member
- American Shoulder and Elbow Surgeons: Board or committee member
- Journal of Shoulder and Elbow Surgery: Publishing royalties, financial or material support
- Journal of Shoulder and Elbow Surgery Techniques in Shoulder and Elbow Surgery: Editorial or governing board
- Journal of the American Academy of Orthopaedic Surgeons: Editorial or governing board
Background

- ASES match now in its 11th year
- NOT run through San Francisco match
- Computer algorithm modeled after NRMP (applicant biased program)
- Deadline for applications – September 28, 2015
Background

• Interviews complete by Tuesday, Nov. 24, 2015
• Match Dec. 16, 2015
• Interview geographically clustered
Programs

- 28 programs – 43 positions
- New programs emerging
- All participate in ASES Match
- Binding agreement with programs once you enter the match
- Non compete info
Applicants – 2014

• 36 applicants last year
• Unmatched programs
  • 7-no match
  • 1-2/3 spots
  • 1- 1/3 spots
• Trends, job market??
What Do Programs Look For?

• Looking for a person with potential to contribute to the field, to the community, and to the subspecialty
• Dedication to the educational process
• Someone we can work with
• Get involved in our work
Educational Progress

• Does your CV look the same as it did for residency application?
• Are you at a program with a lot of resources?
• Have you shown autonomy or independent research?
• Did you maximize your opportunities?
What Kind of a Resident Are You?

- Hard worker
- Great LORs
- Not much research due to limited resources, opportunities
- Great “potential”
Clinical Accumen

- Honors/Awards
- “Best resident”
- Leadership abilities
- Future Chief Resident
Scholarly Activities

• Clinical studies
• Case reports
• Invited Manuscripts
• Book chapters
• Review articles (i.e. JAAOS)
• Basic Science research
Advocacy

• ASES Members NOT mandatory
• Strong advocates are necessary
ASES Communication Policy

• NO communication between residents and faculty after the interviews
• Applicants can speak with current and former fellows to do “due diligence”
• No one can ask you your preferences or suggest that you need to let them know “you’re #1”
Future Potential

- Academic leader
- Community leader
- Contribute to the field
Thank You and Good Luck!

Leesa M. Galatz, MD
Professor and Chair
Mount Sinai Hospital System
Icahn School of Medicine
New York, NY
Orthopaedic Oncology Fellowships and the Match

Joel I. Sorger, MD
Disclosures

This individual reported nothing to disclose
The Match

• 15 Oncology fellowships participate in the match
  – 21 total spots offered
• The match is combined with Adult Hip and Knee
• If you register for more than one orthopaedic specialty upon matching to a specialty you will be withdrawn from the other specialty match
Who do we want to work with

• Some one we can work with
• Personable
• Can take good care of our patients
  – Cancer patients are different than other orthopaedic patients
• Willingness to learn
• Motivation to teach yourself
Who do we want to work with

• Good letters of recommendation from within and outside of the subspecialty
  – Do you work well with others
    • Our patients are treated by other services
  – Have you found a job when you are done
    • Oncology jobs are hard to find
    • Do you have a plan when you are done
• Willingness to complete a good research project
What have you done

• CV
  – Have you shown an interest in oncology
  – Have you attended any oncology meetings
  – Oncology focused research
    • Does not need to be a lot just good stuff
    • Did it get published
    • Did you do the revisions
    • First author
    • Presentations
Who Are You

• Personal Statement
  – Teach us about you
  – Something that sets you apart
  – Something that you have done special
  – Even if nonmedical
  – Example --- Travels
Interview

- Shake hands with firm grip and look the interviewer in the eyes
- Dress appropriate
- Do you know about us and our program?
- Have you researched the faculty and the program?
- Not just the senior faculty member
Interview

• Ask good questions not just to fill time
  – Thinking up questions is hard prepare for the interview
• Always be honest
• I do not know is a good answer
What Programs Look For – Pediatric Orthopaedics

Wudbhav N. Sankar, MD
Assistant Professor of Orthopaedic Surgery
Co-Director of Pediatric Orthopaedic Fellowship
Children’s Hospital of Philadelphia
Chair, Fellowship Committee, POSNA
Disclosures

- Pediatric Orthopaedic Society of North America: Board or committee member
- Wolters Kluwer Health - Lippincott Williams & Wilkins: Publishing royalties, financial or material support
Application

• Get it in on time!
  – Rolling invitations

• Applications pre-screened
  – Interviews by invitation on select dates

• Early application = first pick of interview dates

• Complete
  – Dot “I”s and Cross “T”s
Academic Record

- Med School Transcripts
- USMLE Scores
  - Gross measuring stick
  - Cut offs rare
- Research Track record (presentations, publications)
  - Best indicator of academic intent
  - Department, regional or national mtgs.
Letters of Recommendation:

- **Most important!**
  - LOR are closely read to get sense of how resident has performed thus far
  - Pediatric Orthopaedists all know each other
    - Follow-up phone calls are common
  - Choose wisely:
    - Preferably in pediatric orthopaedics
    - Preferable nationally recognized names

- **Suggestion:**
  - Supply mentor writing LOR with list of activities and accomplishments during residency to avoid generic, short LOR
Personal Statement

• Where do you come from? What kind of person are you?
  – Family
  – Background

• Future Goals
  – Academic
  – Private
  – Unknown
Applicant-Program Fit

- **Clinical**
  - Spine heavy
  - Trauma volume
  - Breadth within peds

- **Structure**
  - More structured vs. less structured
  - Heavy didactics vs. more self-directed

- **Culture**
  - Personality
  - Work Ethic

- **Research**
  - Prior and future
Other stuff

At time of application/interview:
• If there is something you want to emphasize about your interest in a particular program or, something not evident on the application make it clear:
  • Any ties to program
  • Grew up in area
  • Family
  • Etc.
• Don’t lie about interest.
  • Applicant protected, but programs are not
• Post-interview contact discouraged
Thank you
sankarw@email.chop.edu
Tips for the Orthopaedic Trauma Fellowship Match

Lisa A. Taitsman, MD, MPH
Associate Professor
Harborview Medical Center
University of Washington
Disclosures

• American Orthopaedic Association: Board or committee member
• Geriatric Orthopaedic Surgery & Rehabilitation: Editorial or governing board
• Journal of Orthopaedic Trauma: Editorial or governing board
• Orthopaedic Trauma Association: Board or committee member
What is a program looking for?

Graduates who will make us proud

Do right by their patients

• Good judgement
• Good surgery
• Ethical
• Committed
What is a program looking for?

- CLINICAL CARE
- EDUCATION
- RESEARCH
- LEADERSHIP
What is a program looking for?

We spend a lot of time together for the year

• Honest and reliable
• Want to keep learning
• Able to learn
• Technically capable
• Willing to do, willing to watch
• Work well with resident
• Pleasant
How does a program assess?

Application
  Interests
  Research
  Personal statement
    Why you?
    Please proofread

Letters of Recommendation
  Program Director
  Trauma faculty
  Academic trauma community is small
Is there a fit?

You need to critically evaluate the program
Hot v. cold trauma
General fracture care v. level 1 trauma
Deformity correction
Nonunion/ malunion
Supervision/ autonomy
Residents

Everyone needs to be happy
Thank You!
Standing out in a Sea of Applicants

Foot & Ankle

James R. Holmes, MD
Chair, Fellowship Match Committee, AOFAS
Disclosures

- AAOS: Board or committee member
- American Orthopaedic Foot and Ankle Society: Board or committee member
Post Match Survey

On Average, **APPLICANTS**…

- Applied to **21** programs
- Were offered **17** interviews
- Attended **10** of them
- Missed **11 work days** + **5 weekend/ holidays**
- Spent $3700
Post Match Survey

On Average, PROGRAMS…

- Received 38 applications
- Offered 19 interviews
- Experienced 2 cancellations
All programs look for the same thing...

- **Strong work ethic**
  - Do they have what it takes to be clinically efficient and academically productive?

- **Affability**
  - Will I enjoy working with them? Will they get along with other providers, staff, and my patients?

- **Intellectual Curiosity**
  - Will they push me to justify my approach? Are they interested in scientific inquiry? Are they an active learner?

- **Self motivation**
  - Will I have to constantly push them or will they “take the ball and run”

- **Professionally Focused**
  - Do they know what they want to get out of this year?

...You just have to show them that you have it!
Pre-Interview

• Prompt response to deadlines
• Prompt response to communications
• “Network” in advance (*meetings / courses*)
• Choose your references carefully(4)
• Do your homework!
  - Recent exit interviews: 50% applicants did not view fellowship website in advance
  - Review staff publications
  - Utilize previous fellows, senior residents, home program staff for information
  - Identify connections ( did your faculty train with fellowship staff?, it’s a small world)

• Prepare your questions
  - AOFAS has “curriculum” on website and each program has opportunity to detail their plan
    ….Use it to compare / contrast / formulate questions

• Prepare your answers
  - Know your CV, be prepared to discuss it in detail
  - Be able to discuss your long term goals, preferred work environment, geography
  - What do you expect to get out of the fellowship?
  - Avoid identifying aspects of Foot & Ankle that you would like to avoid (*diabetes, etc*)
Remember, you can stand out in 2 ways!!!
• **Look the part**

• **Be engaged without being patronizing** (with **all** staff)
  - be familiar with fellowship faculty interests and be prepared to discuss when appropriate. They look at you as a potential partner

• **Avoid side-bar conversations when possible**

• **Don’t forget the non-operative aspects of F&A**

• **Exploit relationships common to you and faculty**
  - If you don’t think you have any, you’re probably wrong

• **Get all your questions answered if possible**
  - AOFAS code of conduct essentially prohibits individual communication with faculty after the interview
Unique to AOFAS

- **Code of Conduct**
  - Alleged breaches are investigated and enforced prn

- **Curriculum**
  - New this year - use it to compare programs, etc
  - This will give applicants a chance to better explore

- **AOFAS resident scholar program**
  - Last year 70% of matched applicants were scholars or were co-residents of scholars
  - Great way to network, find a mentor, get info.
Thank You
Applicant’s Perspective

- Rachel Frank, MD, Sports, Rush University
- Andrew Pugely, MD, Spine, University of Iowa
- Jesse Otero, MD, Joint Reconstruction, University of Iowa
- Tina Dreger, MD, Trauma, University of Missouri-Columbia
Lessons Learned from the Fellowship Application Process

Rachel M. Frank, MD
Disclosures

This individual reported nothing to disclose
1. Organization

- Read the SF-Match instructions
- Know the timeline
2. Don’t apply if you won’t go

This is not the same as Residency

Don’t waste your time
Don’t waste their time
3. Know what is important to you…

There is no perfect program!
4. No *Thank You Notes* or post-interview communication

This is harder than it seems…
5. Have fun and stay humble – these are your future colleagues and mentors
BOS: Tips for the Orthopaedic Fellowship Match

Interview Tips

Andrew J Pugely MD
University of Iowa
Wash U Spine Surgery Fellowship
Disclosures

**Conflicts** include: Database related grants from the OREF, OTA, and Iowa Orthopaedic Society

This individual reported nothing to disclose
My Story…

- Adult Spine Fellow at Wash U / Columbia
- Residency: University of Iowa
- Medical School: University of Wisconsin

- Research, leadership, advocacy opportunities during residency

- Returning to University of Iowa as Adult Spine Faculty
Interview Tips: Overview

• Breaking down interview strategies
  – Prior to Interview
  – Interview
  – After the Interview
Interview Tips

• Prior to Interview
  • Identify programs you may be interested in
  • Seek out information
  • Find ways to connect with potential programs
    • Visiting professorships
    • Scientific Meetings (ie AAOS Annual Meeting)
    • Research projects?
  • Direct communication
    • From you
    • Mentors
Day of Interview

• Preparation
  
  • Know program basics
  • Names of surgeons
  • Any hobbies / interests that may be common ground
  • Know yourself (application)
    • Think of stories and experiences to serve as context for answers
    • Demonstrating character, values, work ethic, compassion
    • Strengths / weakness
    • How to answer:
      • “why should we pick you?” “What differentiates you?”
      • Have a few one liners: that summarize you, unique way of showing appreciation
  
• Practice speaking
  • Tell your story
  Be smooth, comfortable
Day of Interview

- First impressions
  - Arrive early (15-30 mins)
  - Be very nice to all staff
  - Dress, clean, conservative
  - Eye contact, Firm handshake
  - Smile, laugh lightly when appropriate
  - Speak loudly and clearly
  - Don’t slouch, lean back in chair, cross legs, eat too
  - AVOID CELL PHONE
  - Don’t carry around a huge bag
  - Avoid acting on habits: nail biting, hair twirl, spinning pen

- Social Activities
  - Same as above
  - Do not overdrink
  - Remain professional
Day of Interview

• Interview
  • Break tension by making a comment or asking a question
  • Demeanor should be confident yet humble
  • Think answers through, use phrases like “That’s an excellent question” if need more time to think.
  • Answer questions directly and succinctly, but be prepared to elaborate
  • Avoid controversial topics (politics)
  • When asked about career plans, try to highlight overlap between your and interviewers interests ie, Academic medicine..BUT BE TRUE TO YOURSELF
Day of Interview

• **Interview**
  - Keep in mind, interview different than residency interviews, fellowships more likely trying to convince you to stay
  - Close with summing up why you are so interested in the program and why you may be a good fit
  - Ask for email, or ways to follow-up

• **Gather information to help make your decision**
  - Talk to residents, fellows, medical students, etc
Post-Interview

• Avoid speaking negatively about other programs at future interviews (small world)
• Follow up with any other personal to help make decision, ie current fellows
• Discuss with mentors your thoughts
Thank you for your Attention!

- Remember
  - Be prepared, be yourself, be honest
Learning about a Program Outside of the Interview

Tina Dreger, MD
Disclosures

This individual reported nothing to disclose
Use your Resources

- Websites
- Specialty Conferences
- Contacts
- Visiting other Programs
Websites

• SF Match

• Specific Program Websites

• Each specialty society has a website
  • OTA
  • ASES
  • AAHKS
  • NASS
Conferences

• The AAOS Annual Meeting
• Regional Meetings
  • MidAmerica
• Specialty specific meetings
  • POSNA
  • OTA
  • NASS
Contacts

• Medical student rotations
• Medical school
• Attending connections
• Co-residents
• Network at conferences or courses
• Other applicants
Conclusion

• Do your homework!
• Networking is important!
• Don’t forget your connections. Use all of them to your advantage!
• Ask lots of questions!
Preparing Your Rank List

Jesse E. Otero, MD, PhD
Disclosures

• 5th year orthopaedic surgery resident at the University of Iowa Hospitals and Clinics
• Matched at OrthoCarolinas Adult Hip and Knee Reconstruction Fellowship 2016-2017
• From Albuquerque, New Mexico
• Enjoy bodybuilding, watching baseball, spending time with my wife and three kids

This individual reported nothing to disclose
Steps to Prepare List

• Keep in mind that the process is as much an art as it is a science
• Obtain Interviews to Programs of Interest
• Create a Pre-Interview rank list
• Modify list through the application process
• Walk away from the process to gain perspective
• Assemble the final rank list
Pre-Interview List

• This process begins prior to the application
• Based on program reputation – who has trained there, where are they now? What types of publications come out of the program? Does this program have influence?
• Obtain input from senior residents, friends who matched
• Ask your attendings about their fellowship programs – what they liked, what they didn’t
• Think about where you’d like to live for a year – big city? Small community?
• Think about the practice model – Academic, private, ‘privademic
• Where would your family be satisfied for a year with you undergoing intensive training?
My Pre-Interview List Priorities

• Program Reputation – I knew I wanted to be proud to have my fellowship in my pedigree
  • I asked everyone I knew to list their top 5 programs based on their own personal priorities

• Family buy-in – I wanted a variety of cultural, academic, career, and athletic opportunities for my wife and three children

• Connections from research, medical school, meetings, residency interviews

• In the fellowship application process, unlike medical school or residency, there is no such thing as a ‘safety program’ – don’t waste your time and money
Modifying your List

- There was not a single program on my pre-interview list that stayed put.
- My list changed after every single interview
- If you select wisely the programs where you interview, you’ll realize you can’t go wrong
- Remember you have biases that blind you
  - I always asked my co-applicants on interviews what they thought, and I was often surprised that they picked up on a detail or noticed a program attribute I hadn’t considered
  - Allow yourself to be influenced – if many people noticed a negative factor that you didn’t, chances are it is real.
- Have your wife/husband/significant other research the city, neighborhoods, schools, gyms, restaurants, etc. while you interview. Ask, can we be happy in this place?
Modifying your List

• Know the essential components of a ‘good fellowship’.
  • Multiple attendings – diverse portfolio – diverse perspectives – change in staff at a smaller program could dramatically affect experience
  • Program stability
  • Case volume – there is such a thing as too much and too little
  • Case mix – you want exposure to complexity
  • Clinic with the Masters – the art of patient care
  • Scholarly activity – time and $support for research and academic meetings
  • Call opportunities doing things that will enhance your abilities
Modifying your List

• “Keep your eyes open and your head on a swivel.”
• Notice the small things
  • Expression on current fellows’ faces
  • Level of support from administrative staff
  • Pay attention to what the fellows do – is their time spent making them better or are they just busy?
  • Attitude of attendings toward current fellows
  • Quality of Facilities
  • Camaraderie among current fellows
  • Career opportunities presented to current fellows
Take a Step Back

- Leave your list alone for awhile when you finish interviewing
- Talk to your mentor/s again
- Talk to your significant other
- Search your soul – what do you really want?
- Consider what is realistic
Compile Your Final List

• Integration of all the factors we have discussed creates a “gut feeling” that is powerful and trustworthy

• Your Number One should be the program that has the most of what you want and where you feel you fit in.

• Your last program should have the least of what you want, but where you feel you’d still be trained well

• You don’t have to rank all programs – if you hate a program for whatever reason, don’t rank it
Resident Panel on Fellowship Match Process

Moderator:
Lisa K. Cannada, MD
BOS Secretary
Disclosures

• Past Chair: BOS Match Committee and OTA Match Committee
• Current: BOS Secretary and AAOS BOD
• Past BOD: OTA & RJOS
• Orthopaedic Trauma Association: Board or committee member
• Smith & Nephew: Paid presenter or speaker
Questions to Panelists

The Numbers
• Programs Applied To?
• Interviews?
• Programs Ranked?
• Cost?

Best Advice
• Interview Tip
• What I would have done differently
• Source of Information on programs
Questions?

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