ADMSEP Update
Association for Directors of Medical Student Education in Psychiatry

Erin Malloy MD DLFAPA
ADMSEP President 2022-23
May 19, 2023
Supporting Students and Medical Educators

Trends in the Match, Advising, and Mentoring

Erin Malloy MD DLFAPA I Linda Mintle PhD I Lindsey Pershern MD I Lorin Scher MD
Supporting Students and Medical Educators
Trends in the Match, ADMSEP Advising Initiative
CURRENT LANDSCAPE OF PSYCHIATRY RESIDENCY RECRUITMENT TRENDS

• 2023 MATCH Results for Psychiatry

<table>
<thead>
<tr>
<th>Total Filled positions</th>
<th>MD Senior</th>
<th>MD Grad</th>
<th>DO Senior</th>
<th>DO Grad</th>
<th>US IMG</th>
<th>Non-US IMG</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,143</td>
<td>1,343</td>
<td>32</td>
<td>403</td>
<td>13</td>
<td>202</td>
<td>149</td>
</tr>
<tr>
<td></td>
<td>62.6%</td>
<td>1.5%</td>
<td>18.8%</td>
<td>0.6%</td>
<td>9.4%</td>
<td>6.9%</td>
</tr>
</tbody>
</table>

• Unmatched rates

<table>
<thead>
<tr>
<th></th>
<th>MD Senior (Psychiatry)</th>
<th>MD Senior (All specialties)</th>
<th>DO Senior (Psychiatry)</th>
<th>DO Senior (All specialties)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>14%</td>
<td>5.3%</td>
<td>28%</td>
<td>8.4%</td>
</tr>
</tbody>
</table>

• Mean number of ranks for matched applicants - 12

*Advanced Tables for the Main Residency MATCH
CURRENT LANDSCAPE OF PSYCHIATRY RESIDENCY RECRUITMENT TRENDS

- Expanded Psychiatry GME positions

<table>
<thead>
<tr>
<th>Year</th>
<th>Positions Offered</th>
<th>Positions Filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>2164</td>
<td>2143</td>
</tr>
<tr>
<td>2022</td>
<td>2047</td>
<td>2030</td>
</tr>
<tr>
<td>2021</td>
<td>1907</td>
<td>1904</td>
</tr>
<tr>
<td>2020</td>
<td>1858</td>
<td>1838</td>
</tr>
<tr>
<td>2019</td>
<td>1740</td>
<td>1720</td>
</tr>
</tbody>
</table>

- Expanded Psychiatry GME programs

<table>
<thead>
<tr>
<th>Year</th>
<th>Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>379</td>
</tr>
<tr>
<td>2022</td>
<td>352</td>
</tr>
<tr>
<td>2018</td>
<td>231</td>
</tr>
<tr>
<td>2003</td>
<td>178</td>
</tr>
</tbody>
</table>

*Advanced Tables for the Main Residency MATCH
### CURRENT LANDSCAPE OF PSYCHIATRY RESIDENCY RECRUITMENT TRENDS

Average number of applications per applicant

<table>
<thead>
<tr>
<th></th>
<th>2023</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>MD</td>
<td>62.83</td>
<td>38.3</td>
</tr>
<tr>
<td>DO</td>
<td>79.83</td>
<td>50.2</td>
</tr>
<tr>
<td>IMG</td>
<td>62.55</td>
<td>44.2</td>
</tr>
</tbody>
</table>

Average number of applications received by program Match 2023

<table>
<thead>
<tr>
<th></th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>MD</td>
<td>365.46</td>
</tr>
<tr>
<td>DO</td>
<td>137.23</td>
</tr>
<tr>
<td>IMG</td>
<td>145.65</td>
</tr>
</tbody>
</table>

*Advanced Tables for the Main Residency Match*
Psychiatry Residency Recruitment Resources

- How to prepare
- Timeline of tasks
- Planning MS4 year
- Choosing programs
- Application
  - Personal statements
  - Recommendation Letter
- Interviewing
- Utilizing advisors
- SOAP
- Special advice for:
  - DO
  - IMG
  - Couples
**ADMSEP Match Resources**

- Match Advising Townhall Fall 2022
- New Match Resource page on ADMSEP website
- Info on LOR’s
- Standardized Letter of Recommendation (SLOR) initiative
ADVISING TRENDS

- **Early identification** of students interested in psychiatry to mentor development
- **Identify Specialty Advisors** at your institution: Clerkship director, associate Dean, Chair, etc. who is intimately familiar with all the changes in the advising process for psychiatry and develop a team
- **Customize** more to the student: Individual assessment as to fit, parallel plan if needed
- **Faculty development**: Training advisors on components of the process, e.g., personal statements, CV development, writing letters of recommendations, supplemental, etc.
- **Post mortem review** of Match cycle to inform next cycle: what worked, what needs improvement and what are problem areas to identify
- **Assess your advising model**: Do you need to change your process?
Supporting Medical Educators

THE ADMSEP GROUP MENTORING PROGRAM
Mentoring Benefits

• Increased research productivity
• Improved faculty retention
• Enhanced career satisfaction

Bonifacio, Ufomata, Farkas, Turner, Corbelli, 2021
Shen, Tzioumis, Andersen, Wouk, McCall, Li, Girdler, Malloy 2022
So, what's the issue?

- Most US medical school faculty report mentoring as infrequent or inadequate
- Less access for individuals who are underrepresented in medicine (URiM) and women
- May not address specific needs of women and URiM

Bonifacino, Ufomata, Farkas, Turner, Corbelli, 2021
Shen, Tzioumis, Andersen, Wouk, McCall, Li, Girdler, Malloy 2022
A Comprehensive Approach

Key Themes in Mentoring to Improve Retention of URiM
(Bonifacio et al.)

1. Alignment of mentoring programs with institutional goals and resources
2. Programs should be tailored to specific institutional needs
3. No adverse effect from lack of racial/ethnic similarity between mentors and mentees
4. Importance of training mentors

OBJECTIVE 1: Special Assistant to the Provost
OBJECTIVE 2: Resources for Chairs and Deans
OBJECTIVE 3: Develop Faculty Mentors
OBJECTIVE 4: Support Early- and Mid-Career Faculty Mentees

Malloy et al. University of North Carolina at Chapel Hill
National Science Foundation Grant 1760187
ADMSEP Group Mentoring Program

Goals
Promote professional development
Promote connections
Reduce isolation

ADMSEP Faculty Development Committee
Gaurava Agarwal, Lindsey Pershern, Erin Malloy

Facilitated Peer Mentoring Model
UNC TEAM ADVANCE NSF Grant

8 Groups
2 Senior ADMSEP mentors
5-6 Early/Mid-career mentees
How successful was your mentoring group?

- Scale of 0-5
- 24 Respondents
- Mean = 3.92
- SD = 1.35
- Groups divided into
  - ≤ 3: Low Success
  - 4-5: High Success
Mentor vs Mentee Responses

Mentors: n=14; 11 gave success rating, average 3.5

Mentees: n=15; 13 gave success rating, average 4.2
Characteristics of Successful Groups
High Success Groups

- Had more in common
- Discussed
  - Leadership
  - Promotion
  - Negotiation
- Reported more benefits

Common Factors Among Group Members

- Low Success
- High Success
Year 2 Highlights

- 24 mentees continued
  - 13 preferred same group as prior year
  - 19 new mentees
- 9 mentors continued
- 8 new mentors
- 7 Groups formed
- Attention to location
- Specific Groups (e.g. mid-career)
- Qualitative study
ADMSEP Annual Meeting

June 22-24
Paradise Point Resort, San Diego
Theme: Creating an Inclusive Learning Environment
Registration still open!

ADMSEP 2023
49th Annual Meeting

Keynote Speaker:
Donna Elliott, M.D., Ed.D.
Professor of Clinical Pediatrics and Medical Education
Vice Dean for Medical Education and Chair, Department of Medical Education
Keck School of Medicine of the University of Southern California

“Creating an Inclusive Learning Environment”

Dr. Elliott oversees all academic areas related to clinical training programs at Keck including the M.D., physician assistant, speech and language pathology, and nurse anesthesia programs. Her clinical practice is as a pediatric nephrologist. Dr. Elliott has received numerous teaching and mentoring awards including the Mellon Award for Excellence in Mentoring and the Excellence in Teaching Award both from the University of Southern California. She was also named a Master Teacher at the Keck School of Medicine and elected a faculty fellow in the USC Center for Excellence in Teaching. Dr. Elliott received the Women Leaders in Medicine Award from the American Medical Student Association. She received the Edith J. Lovel Distinguished Service Award from the National Board of Medical Examiners and the Exemplary Service Award from the Association of American Medical Colleges Group on Student Affairs. Dr. Elliott is currently the chair of the National Resident Matching Program Board of Directors and a member of the Liaisons Committee on Medical Education.

“Shaping the Future Medical Professional: Preparing Students to Serve Our Diverse Communities”

Paradise Point Resort & Spa, San Diego, California
June 22-24, 2023
Questions and Next Steps

• Support medical educators in joining ADMSEP
• Support Match advising as part of medical education mission
• Encourage the SLOR
• Ask us anything!