

**Post Match Reporting
2020-2022 Match Cohort Data**

**Specialty: Internal Medicine
Number of Survey Respondents = 75
2020(40%), 2021(28%), 2022(32%)**

<u>Match year</u>	<u>Match cohort</u>	<u>% total cohort</u>
2020	38	24.5%
2021	34	20.1%
2022	36	25.4%

	<u>Mean</u>	<u>St Dev</u>
Step 1	239.23	16.2

Post Match Survey Responses

Did you review the list of programs to which you applied with a Specialty Advisor?

Yes 67
No 7

Before ranking programs, did you review your rank list with a Specialty Advisor?

Yes 40
No 34

If not a Specialty Advisor, with whom did you review your rank list?

Deans 1
Faculty 5
Family 18
Friends 7
Outside mentor(s) 8
Partner/Spouse 24
Residents/Fellows 14

Other: Please describe

Classmates 2
Near Peers 2
Freida
UCSF mentors
other mentors panels
Clinical/research mentors
The spreadsheet and discord
Talking with interns and residents

Were you advised to do an away rotation by a specialty advisor?

Yes 0
No 44

Who was your most effective career advisor for your specialty? (number of multiple mentions)

Dr. Cindy Lai 34
Dr. Gurpreet Dhaliwal 23
Dr. Margaret Wheeler 12
Dr. Phillips 2
Lekshmi Santhosh
Dr. Sharpe
Dr. Whelan
Dr. Era (Irina) Kryzhanovskaya
Dr. Larissa Thomas
Leigh Kimberg
Bridges Coach
Near peer mentors
Attending and current residents

I worked with Gurpreet who was very knowledgeable and honest although less familiar with east coast programs.

Dr. Gurpreet Dhaliwal was amazing. The best informed of the people I spoke with, timely in his responses, and thoughtful throughout the process. All the advice he gave me served me really well in the end, and he made a big difference in my application process.

I actually liked meeting with two advisors. Dr. Lai seemed a little discouraging throughout third year up until I was applying because of my low step score. This made me feel pretty discouraged going into the application process, but she also made me feel like I needed to work harder to improve my application on my clinical grades and do better on step 2, which I think definitely benefitted me. I also think I am the kind of person who wants to hear the harshest, worst case scenario going in (made me have a lot of backups!). I also met with Dr. Dhaliwal while making my program list before submitting ERAS. He was much more encouraging and also gave me some helpful "statistics" on how students like me typically match. I have heard that he gave some friends some advice which turned out to be too optimistic, however. I would really recommend meeting with both of them to get different perspectives on how to best prepare your application

The most helpful advice I received for residency applications came from peers, specifically a handful of people who had applied to my specialty the prior year. The official school designated career advisor who I worked with seemed to have very limited familiarity with programs outside of California and literally had never heard of several of the programs I ended up applying to.

If you were to do anything differently in the residency application process, what would that be?

I might have cancelled my last 2 interviews (I did 12), but those last 2 did give me more peace of mind. I would have emailed program directors to ask for an interview earlier. I did this for 3 programs and got an interview for 1 out of 3. I emailed after the 3rd round of invites had gone out (which I could tell from the reddit spreadsheet). Going back I would have emailed after the first round of invites went out. I definitely do not recommend doing

this for every program- do it for the programs where you have a specific location interest that is not otherwise obvious from your application (i.e. significant other wants to move to Portland to be near family). This shows the program that you are not just applying there to increase your chances like every other UCSF applicant.

I applied to many IM categorical programs and both primary care and categorical at 6 schools. I didn't fully appreciate how those additional interviews at the same schools would feel like a whole nother day (3-5 interviews, tours, social dinners, etc). That meant I ended up doing ~20 interviews but at only 11 schools (some had two primary care interviews on the same day).

none, maybe interview less places

Nothing - I would have applied to the same number of programs and gone on the same number of interviews. The advisors really know what they're talking about, so trust them on the numbers (applications, interviews) that you need. There's always a balance between being "safe" with numbers and seeing as much as you want to see - which is a personal decision. Keep in mind that you'll be tired at the end!! I don't think the timing of interviews matters too much (eg you don't need to go on your favorite interview in a specific month) but it can help to have a couple "practice" interviews. I liked being done before January, personally -- I got to spend Christmas with family without the stress of more interviews!

have more meetings with career advisor to determine rank list after the interview process

Going into the residency process, I was nervous about couples matching and unsure of where we wanted to be geographically. I applied very broadly and very widely, perhaps more than I would have if I'd been matching alone. As it turns out, my thoughts on what I wanted in a residency program (close to family, academic program, strong culture, underserved population) shifted and crystallized during the application process as I continued talking with my partner. In a nutshell, I'm so glad that I did apply broadly, but I would have applied to fewer programs in regions that I knew I didn't want to go to and my partner was more reluctant to go to, even if the program was strong (because the interview day didn't change the fact that I wanted to be close to family/friends and my partner wouldn't be as happy), whereas I was more open to being in a new place when I started applying. I could have told my nervous self this, of course, and I would have probably done the exact same thing, but I could have saved myself a lot of time and money had I done so.

Definitely good to start with some lower-stakes interviews to get some of your answers streamlined. I still had a hard time knowing how much to talk during socials if say other people were pretty quiet. One time I didn't wear suit pants to an interview at a place I wasn't as interested in going to and I was chit chatting with my interviewer and actually without thinking told him that this was the first interview I hadn't dressed in full suit for and it was fine but I would not recommend disclosing that lol. Also good to check in early and often with your advisers and with OCPD. Was very helpful to connect with alums at NYC programs. I think overall I was well-guided through the process and didn't have many regrets. I sent thank yous to some of my interviewers but I don't think it changes anything for most programs.

Be more forward about why I was considering a program during interviews (e.g. compelling personal reasons that made me favor a location) and better manage anxiety (though that's of course easier to say than do)

Vouch for my top choice earlier realize that rank lists for programs close soon after interviews. If you want to have faculty or residents put in a good word I would recommend having that done shortly after your interview if not before.

Nothing

I would keep a more open mind about programs prior to interviews. I think I would also be more open with my career advisors about what programs I was considering ranking highly to get their honest opinion about comparing the programs.

COVID / virtual interviews made this cycle a strange year. I think I might have wished to spend a bit more time on my personal statement and figuring out what my story was, and maybe a bit more time personalizing the personal statements to some programs especially the ones I really wanted to go to!

I would apply to fewer programs. Dr. Dhaliwal advised me to apply to 8-12 programs, and in retrospect that would have saved me a lot of money and time interviewing at places I was not going to go to in the end. It's hard to know what interviews you will get and trust that you are competitive, but in the end I should have trusted his judgement more.

Apply to fewer programs

Nothing.

not apply to as many programs

Nothing

I'm considering saying "start studying for Step 1 before the dedicated period," because I worry that my Step 1 score made me less competitive of an applicant, but I still matched at my first choice program, so maybe studying earlier isn't as valuable as focusing on your shelves / 3rd year rotations. Given upcoming P/F changes this would translate to studying more for Step 2, which is essentially studying for shelves anyways. So I guess nothing different?

I don't think I would have done anything differently.

I found it very challenging to assess one's own competitiveness and there was increased uncertainty with virtual interviews, no clerkship grades, and possibly less emphasis on step 1. I ended up interviewing way more than I needed but it would have been challenging to decline interviews.

Ignore information that contradicts advice from people who you trust more. I often received conflicting advice about this process and about my prospects. In my case I chose to place more value on information coming from my coach, rather than my residency adviser, and for me this turned out to be the right call.

check in with OCPD sooner

spread out my interviews more evenly and/or interview at fewer programs

Spend more time researching programs before applying in ERAS

Probably would have started studying for Step 1 earlier in medical school...not sure how useful this will be given Step 1 has transitioned to pass/fail. Likely greater emphasis will be on Step 2 CK. Otherwise looking back I would not change anything about the experience.

Stress less about the application process and choose career launch sub-Is more wisely.

Send letters of interest to programs you really want to interview at BEFORE THEY RELEASE INTERVIEWS. It is essentially a hidden curriculum part of applying that letters of interest help enormously in being granted an interview especially in the post-COVID digital era. Also consider writing your personal statement in a way to where you can personalize a version for your ~top 3-5 programs. From reddit/discord this anecdotally seemed to increase interview yield.

Would have reviewed electives with an advisor.

- attended less interviews (went to 17 total) because I was not confident in my step one score - start working on the parts of your application early like around June (very likely that you will be on some Sub-I/Acting Internship right before ERAS is due)

apply to more schools - 25 for internal medicine was not enough.

Apply to less programs; (I applied 25-30 and got more than 20 invitations).

I would reach out to my specialty advisor early for advice regarding how to reach out to programs that I am interested in but did not receive interview invitations.

I think I overestimated my competitiveness in general. I think there is a myth that medicine is not as competitive as other fields or that reputation has an outsized influence which I found to be untrue. I would have started to prepare my application material sooner (personal statement letters of rec etc). We were advised that step 2 scores aren't necessarily required but I think 1) it was a distraction and 2) would have helped my application. So I

probably would have tried to knock step2 out before applications. Finally scheduling for interviews is tough. I had interviews from early Nov to Feb2. I wouldn't plan a lot in terms of rotations during that period.

Review my rank list with more recent graduates from UCSF discuss "hidden curriculum" aspects of the interview process that negatively impacted my rank list decisions and allocate more time to Step 2.

I would have interviewed at fewer institutions. Also I would advise that what you hear from program directors on the interview day or via email after is meaningless. I was told some things that gave me confidence that I would match at certain programs but I ultimately did not. I would also stay away from the reddit spreadsheets-- they were a big source of stress for me and didn't yield very much helpful information.

Prepare the application early and also think carefully about which schools I want to go to before applying to them.

Nothing- career advising was very helpful

If there is a program you love that hasn't gotten back to you, you can send a letter of interest. I would have done fewer interviews (IM).

I would have potentially applied to less programs

I would started for Step 1 sooner in medical school, I would have taken Step 2 as soon as possible and prepared my CV and personal statement sooner so that I could have different folks review it.

No!

I did well considering I am a middle tier medical student, with strong clinical references but no publications. If I could go back and be a completely different student perhaps I would have had a different outcome, but it would not fit with my career goals, which are focused on being a clinician first. I am not interested in research, and that is just true to who I am.

None

I would have cancelled more interviews - the zoom fatigue was real, and there were a few interviews later in the season that were programs I was less interested in.

Nothing significant. I felt that I applied to an appropriate number of programs which helped me develop of scope of program diversity throughout the program. Virtual interviews were helpful in reducing the stress of scheduling interviews.

From a money perspective, probably apply to fewer programs, as I withdrew from several programs' interviews. However when I applied, my priorities for what I was looking for in a residency program didn't really solidify yet, and I didn't have geographical restraints. So I felt I needed to explore more programs and locations to get a better sense of what's out there and what's important for me. That being said I do not regret going on the number of interviews that I did (even though it was probably more than average for my specialty and more than what my adviser had suggested), and appreciated getting to know the different programs and seeing different parts of the country.

Would not change.

- Easier said in hindsight, but I would have applied to fewer programs. The way I could have accomplished this was by focusing on programs that UCSF students have gone to in previous years. It is difficult to wrap your head around this unless you are super confident about your application, but the UCSF reputation carries a significant and favorable weight and most of my classmates applying in IM were successful in getting their top choices. Ultimately, should applying to more programs give you peace of mind, go for it! - I selected my programs haphazardly: based on the programs I knew existed in the cities I was considering. I wish, however, that I had actually looked at a list of programs more systematically. - I would've used the UCSF HOST program since the very beginning to save money on interviews.

I would try harder not to let other 4th year students make me feel stressed about the process! I applied to relatively few programs and went on relatively few interviews and still matched at my top choice.

I probably didn't need to do so many interviews, but I enjoyed everywhere I went and they were all good practice for my top choice programs, which came toward the end of the interview season.

Nothing

Reach out to more programs where I didn't get interviews expressing my interest (whenever I did this I did get additional interviews and could have done it more)

I would have sent my close circle my personal statement earlier on. The people that knew me the best in medical school (my coach and research mentor) gave me the best advice on how my personal statement represented me as a person. I waited until the last minute to do this and would have done this much sooner.

I wish we had advocated for my partner in the couples match at our number one institution earlier. He initially was rejected for an interview, but we were able to get him one thanks to push from both our institutions. I wonder if we had advocated earlier and more often for ourselves at that one institution if we would have ended up there. But we matched at our #2 and are really happy!

Write multiple personal statements for different programs depending on the type of applicants they are looking for

I would have consulted more about my match list with my specialty advisor but I felt a little awkward about it given that I was ranking UCSF. I still feel confused about what you are and aren't "supposed to" tell the non-confidential career advisors.

ACGME should be stricter with ensuring that programs don't reach out to students because it results in so much anxiety if you weren't reached out to. Internal Medicine does a great job at this, but surgery especially is notorious for doing this. That said, if there could be a way to develop early decision programs so that some people who have one specific place in mind, may be able to get early decisions and then not have to interview at tons of other places. For me, for example, I interviewed at Cedars-Sinai first, right after a Sub-I, then spent the next two months flying around the country spending time/money and taking up interview spots, I placed Cedars first on my list, and I matched there. It just seems very wasteful to not have an option for early decision so more interviews could be available at other places I interviewed.

Realizing the power of self-advocacy earlier. I found that persistence in contacting programs with genuine and well thought out descriptions of why the program and I would be good fits for each other ended up getting me several interview invites that I had been pining for.

apply to less programs & attend less interviews

I would have followed up more with the program I cared most about, and made sure that when people said they would advocate for me - that it actually happened.

I would have tried to have taken step 2ck earlier in the process.

apply to some programs I had overlooked because I hadn't done enough thorough research (e.g. University of Colorado Denver), and apply to those instead of others

Nothing.

Be more aggressive with writing letters to schools I did not receive an interview from.

Realize how important STEP1 scores are to getting residency interviews.

Please provide any other information that might be helpful to UCSF students who will apply to your specialty choice in the future

Trust Cindy Lai's recommendation regarding the number of programs you should apply to.

Many programs take much of October to vet apps before sending out interviews. It's tempting to schedule early

Oct offers in early Nov, but if they're not your top choices, you may find yourself tired and with no open spots when your top choices come through. Definitely keep a suitcase with your "interview gear" together for the season. You can wear the same suit and pre-interview clothes at each place (only the other applicants will know - inside joke!), then wash and repack after each interview. Saves the mental bandwidth of having to pack each time. IM interviews are amazingly chill. In terms of "prep," just review some basics (who's the PD, who's the Chair, are there any specialties they're known for, how many main hospitals, X+Y or not). I got most of this from reviewing the website on the way into the interview. It's ok if you don't have all the answers, they'll usually cover it in the morning overview. Lastly, it helps to have a compelling reason (e.g. family) for why you'd even consider leaving UCSF (esp in the NE). Naturally a lot of programs assume UCSF will be your top choice (as it is for many!). Don't make something up, just think of something other than "it's a top program" for why you'd want to go there

Touch base with advisors frequently, specifically and respectfully - they're happy to help

for IM it can seem as though interviews will not carry a lot of weight but they ultimately do

Remember to talk to trusted faculty and peers. Don't be shy about reaching out, even to residents and faculty you might have worked with a few times, if you have a specific question. Give people plenty of time to answer your questions! Ask people honestly for their thoughts. And remember that no one has all the answers--even the people who know you best will likely over/under-estimate your chances at different programs. And have a mix of programs--aim for the ones you'd be really happy at and also a solid mix of programs that (with your faculty advisor/trusted mentors) you know would be good options for you personally and where you want to go, or at least places where you can explore who you want to be as you grow up. Interviews: sometimes it's ok to skip a pre-interview dinner as the season gets long if you mean you get to grab dinner with a friend you haven't seen in a while or just take a nap. Your perception of a place can really change based on how hungry or tired you were or how hard the travel was, so take care of yourself and jot down thoughts or debrief with a friend/partner afterward so you can remember important points. Also, interview days are more fun than you think! You get to talk to interesting people and meet people with similar interests all over the country. If you really click with a program or faculty at a certain program, pay attention! It may be a good indicator for where you'd thrive. If you have a partner: if at all possible, try to travel with your partner to new cities you're potentially interested in or at least talk with your partner throughout the process. Their happiness and ability to adjust to a new place will likely intimately affect yours.

One key thing for people who do not honor their medicine AIs: you can and will still match even if you didn't honor your medicine AI! It does matter and I think it is more likely I would have matched at my top choice if I had honored but at the end of the day I got interviews to all but one of my top programs and matched at my third-ranked program (the top 2 were PC and categorical at the same place so I ended up at my second-favorite hospital system). Keep in mind that the UCSF reputation matters maybe even more in IM than other fields and while I think on average overall for IM applicants they match at their 7th or so rank at UCSF for IM I believe the number is much higher. And that is including people who did not honor!! So resist the temptation to beat yourself up. Focus on learning and the rewarding feeling of helping patients and your team. For me the beginning of fourth year was really rough and I felt super incompetent but by the end of fourth year with an additional year's worth of learning and practice I felt ready for intern year! (alho talk to me in a couple months..) Another very specific thing for people dual-applying to PC/Categorical programs: I applied to primary care and categorical programs largely in NYC/Philly/Bmore. Many of these programs have joint primary care

and categorical interview days and since the PC programs are smaller they are the ones often sending the interview request sometimes without explicitly stating that they're also considering you for categorical program based on the same interview. This is something I wondered about when I only got PC interviews initially and when I asked my adviser he said they were likely separate interview days which concerned me more. After sending individual emails to the programs I was reassured. The post-match reports from previous years were helpful and many said to apply to fewer programs. I think I applied to 17 counting PC and categorical as 1.5 if I applied to both at the same program. This was a good number for me. Most of my interview requests came October and November and my interviews were November through January. Another common recommendation was to email programs you hadn't gotten interview invites for... I did try this but maybe a bit late (early-mid dec) and half-heartedly (didn't ask Gurpreet for support on this). Finally know that UCSF IM discourages sending letters of intent to your top program which is something that felt hard not to do but I ultimately did not do and I don't think affected my trajectory (hard to know I guess).

It's helpful to prepare for virtual interviews with friends or faculty!

Recommendations from residents and faculty are important! I think they positively influenced where I matched to a great degree and I would say the absence of them for my top choice program was one of the main reasons why I did not match there.

Collect and group all your experiences throughout medical school early on

Keep a very open mind about the programs until you interview - you never know which programs and residents will surprise you! I ended up matching at my #1 program, which I initially was not going to apply to based on rumors/myths I heard before the application cycle. I was pleasantly surprised to find that many of these assumptions about programs are wrong, and until you talk to residents at these programs, you never know which ones may be a great fit for you! The application cycle is also more competitive than people assume, even for Internal Medicine. I'd recommend preparing as strong of an application as you can (even though historically Internal Medicine has been perceived to be a "less competitive" field).

Be true to yourself! :)

As an applicant from UCSF applying to IM, you will be extremely competitive in getting interviews and having your choice of program. If you did well on step, had good evaluations and clerkship grades and are a nice person, you will have your pick of residency programs.

I found it helpful to speak with residents at different programs after I interviewed to help with determine how to rank these programs.

Reach out to formal internal medicine advisors early and often.

If you're interested at all in Primary Care or general internal medicine, you should definitely apply to ALL PC programs at the categorical places you're applying too. It does not hurt or take extra time to look at those programs in addition to the categorical ones! If you have a "red flag" (poor step score, failed a shelf, didn't

honor) on your application, not to worry. Most of my friends who had one of these still got their 1st -3rd choice in medicine, mostly #1.

Reach out to residents from UCSF at the places you interview.

Coming from UCSF, you *will* be a competitive IM applicant! Think carefully about your must-haves and nice-to-haves from any given program, and this can help shape your application list.

Definitely helpful to create a separate email account just for ERAS! Also helpful to have someone else help with scheduling interviews, especially if you are on rotations at the time interview offers come out.

I think attitudes towards step 1 are changing with impending P/F. I got a step 1 score around the UCSF average and was granted interviews at most top programs. I suspect my high step 2 score may have made up for this, so step 2 may be important even before the full transition to step 1 P/F. Regarding interview preparation, the most difficult part was developing a succinct meaningful response to "tell me about yourself" -a personal one-liner if you will. This required much brainstorming and practice with friends, OCPD, and my coach. It is inherently frustrating to summarize all your interests and characteristics into just 2-3 points. I literally wrote out my answer and practiced. However this investment definitely paid off and I had several interviews where after my "tell me about yourself" response they gave positive feedback and echoed that they had a very clear sense of my traits and goals.

Research matters. For some reason the advisers for internal medicine are not very interested in the research component of your application. However I received loads of interviews and was asked about my research at every one of them. Carefully consider your letter writers and don't be afraid to choose your own writers over the advice of residency advisers. If you are trying to paint a picture of yourself in a certain way, you know more about that than any adviser likely could. I was advised against choosing the 3 writers I wanted to write my letters, but again these letters were brought up at every interview with interest, so it turned out to be the right decision. Make your rank list only based on where you want to be, where you want to train. Find the place where you will be happy for the next 3-5 years, whatever that means for you. Be open minded.

Check-in with your Specialty Adviser early in the process. Do well in your AI.

Meet early and often with career advisors

Don't be afraid to advocate for yourself by sending letters/emails of interest to the programs you are interested in - doing this early on is important. If you still haven't heard back from programs that are among your top preferences reach out to your specialty adviser or a trusted mentor/letter writer with connections to the program to advocate on your behalf.

To be a happy resident you need to have a balanced home life that makes you happy. If location matters a lot seriously consider weighing that heavily in the ranking process. If family does? Similarly. You cannot perform optimally in the hospital if you feel unstable and unhappy at home.

If you can try to find mentors early in the process and stay in touch with them throughout. If you are applying research track talk to near peers/trainees/faculty who went through a similar application process and not just specialty Career Advisors.

don't stress about post interview communication. In IM you do not need to do it. While I did send letters of interest because I was seeking a geographic switch to a specific area I sent zero thank you emails and did not send a letter of intent. Don't overweight program prestige - it's one of the most distracting elements of the process. If a program does something like give you a call to tell you they are "ranking you highly" or some other complimentary post-IV phone call approach that with enormous suspicion. It is an indication that they are willing to manipulate you to influence your ranking.

- reach out to advisors early and often (while deciding on a specialty choosing courses applying for programs creating rank list). Don't worry if your questions are 'dumb' it's better to just ask if you are not sure rather than relying on hearsay.- create connections as you can with attendings you work with on the wards. I wish I had followed up on that more to have more mentors I could consult in my chosen specialty.

- after each interview take some time to write down or voice record your reactions and reflections about the program; after 3-5 interviews and especially by the time you put in the rank list a lot of the programs start to blend together - if possible consider reaching out to an UCSF alum who is current or recently graduated from the residency program; important to inquire the culture support from leadership clinical opportunities work-life balance etc...- start practicing your answers to common interview questions after submitting ERAS; it took me a few interviews to start feeling natural talking about myself - the Office of Career Development providers AMAZING resources including mock interviews reviewing CV etc... They were incredibly helpful!

UCSF doesn't always take their own don't get your hopes up.

Reach out to specialty advisors early and seek their advice during application process.

There have been a lot of changes over the pandemic application seasons and it seems like programs are having trouble figuring out who is actually interested in their programs. I'm not sure that UCSF's advising has caught up recent trends (ex targeted personal statements early communications with programs or the increased importance of Step2). I don't think advising was very helpful on the issue of PSTP programs which are very different from one program to the next. This will require a ton of research on your part. Finally the number 1 question I got during the interview season was diversity and inclusion work. This should be seen as essential to an application.

Advocating for yourself does work. I had one program I was interested in that hadn't sent me an interview yet and a 24 hrs after emailing the PD and expressing interest I was emailed back by the PD saying they "had their eye on my application" and was invited to interview.

Apply broadly and have multiple people look at your personal statement. Also be very cognizant of people who will write your letters. A number of times, I had interviewers say I had great letters. If someone offers to write a letter, that is an ideal way to gauge how good the letter will be. But just be thoughtful about your writers and also your PS! Keep the personal statement to a page!

E-mail programs to chase interviews especially if couples matching.

Touch base with your advisor early and hold yourself accountable to starting on the application components early (personal statements/CV). It will make the process significantly smoother, and make you well prepared to send app material to your letter writers.

I would meet with advisors frequently and promptly before applying.

Research and publications are really helpful. Work on projects that are exciting to you or that you are passionate because it will shine through on your interviews and interviewers will note your passion and excitement!

Talk to students at each program regarding your specific goals/interests- they'll be honest!

Don't beat yourself up. Sometimes programs will not accept you despite you being an excellent candidate, who will become an excellent physician. This can be especially heart-breaking when that rejection feels personal, like from your home institution. It is a very stressful process and one that will challenge how you see yourself. Don't let it. Recognize that you are essentially competing against and amongst an extremely intelligent, driven and high achieving group, and their success does not equate your failure. Just keep pushing and open your eyes to the many paths available that will take you where you need to go. Feel strength in those things you do well, in those patients you have helped and keep pushing for the next phase.

It was extremely beneficial to find out early what specialty I was interested in so that I could continuously do projects in that specialty from the beginning. However this isn't always possible, so I would suggest that at minimum get started with a project the summer after 1st year and then go from there.

For LOR: I think it was helpful to have people in mind early who will be able to write you strong letters. I asked them towards the end of the rotation if they'd be willing to write me a letter for my residency application. For MS3 faculty, I found it helpful to stay loosely in touch with them and have a short list of patients you cared for (and how you helped the team) to jog your letter writer's memory when it comes time to write the letter. For program list: I ran my program list by Cindy Lai and my coach, both of whom were really helpful in editing my list. When it came time to decide what interviews to go on/cancel, Cindy Lai was my most helpful resource. During and after interviews, it was essential for me to jot down impressions during interview day so I wouldn't forget later. This was especially helpful this year, given that so many zoom interviews tended to blend together a bit. Most interviews were relaxed and conversational, with the occasional behavioral question sprinkled in. For the programs at the top of my list, I found it incredibly helpful to seek 1:1 conversations with residents at that program who also went to UCSF AFTER interview day so I could pick their brain and compare my impressions from talking to different residents.

Programs are interested in who you are as a person and as a physician. More than numbers and grades (which already have / will be phased out in the future), engage critically with the patient care experiences you have -- this is what will shape you most as a physician, and what programs will want to hear about when they interview you.

For IM applicants: - I felt like IM is very holistic in their review process, so don't stress about specific test scores or not having enough research experience. - Be confident in your application and your abilities For any student:
- Use HOST program by UCSF alumni: alumni across the country who host interviewees

Get lots of different perspectives from recent graduates, interns/residents, and don't be afraid to ask for advice from multiple career advisors as sometimes they provide different information

Apply to the minimum number of programs you can get away with and still feel you can safely match (speak to multiple career advisors to get a sense of how many that would be).

- I was self-conscious about the success of my application given less than stellar board scores and little research. However, programs (at least in IM) are able to look past numbers and are interested in recruiting future interns who have a long-standing demonstrated commitment to something (regardless of whether that is, research, community engagement, patient advocacy, medical education, etc). - Don't sell yourself too short. I had some advisors essentially (and nicely) tell me I had no chances at top programs, several of which ended up granting me interviews and one of which I ended up matching at. If you wish to complete residency at a top academic institution of your liking, you have nothing to lose by applying!

I found it difficult to quantify how many programs I applied to and interviewed with given that a number of schools had primary care tracks to which I also applied. Some of these tracks had separate NRMP codes, some didn't. Some had separate interview days, some didn't. Dr. Dhaliwal said I could think of each program + primary care track as essentially 1.5 programs since there is some cross talk between primary care tracks and categorical, but there are some separate processes. This helped me greatly in determining how many interviews to attend and how many programs to list.

Work with Dr. Heather Whelan to craft a good 4th year schedule to maximize success on your medicine Sub-Is then have additional clinical rotations prior to submitting applications (in case you don't honor the sub-I, you have additional 4th year grades to submit). Also work with Dr. Lai and Dr. Dhaliwal to craft a realistic list of programs to apply to - you probably don't need more than 20. For interviews, the west coast programs tend to offer dates early in the interview season (late October/early November) before the East Coast programs do. I'd take advantage of that to get the West Coast out of the way. Then schedule 1-2 "anchor" interviews on the east coast with at least two weeks between them (if 2). That way you can add other interviews around them so you do no more than 2 cross-country trips. I found this very effective and turned down-time into mini-vacations (e.g. after UW spent the weekend in an Airbnb out on Lake Chelan).

Build relationships in your 3rd and early 4th year that you can draw on during the application process

I think it's much more important to have letters of rec from people who really know you than who are well-known in their field

I thought the most helpful advice about programs I got was talking to former UCSF medical students who were residents at other programs. They were able to give me a great comparison of other programs vs the program I

was most used to. Was also really great to meet with a career advisor early to answer questions about the process, start working on my personal statement early on. Also was very helpful to get a sense of the people at each of the programs and internalize what you want in a program to make sure those match.

I do think AOA and honors in medicine (especially 3rd year clerkship) is really, really important. I'm not sure how that will change when there are no grades. I also think having an interesting research interest really set me apart and made people "curious" about me (feedback I heard from my interviewers). I had a really low step 1 score (207) and ended up interviewing everywhere I wanted because I had AOA, good clinical grades, and a fine step 2 score (245). So know that there are definitely things you can do to make up for your step score! Also it helped that I had good LORs, one from a very well known person at UCSF (many people mentioned his letter during my interviews) who actually knew me very well. Dean Jones is also an amazing resource for people who are couples matching. I recommend to meet with him at least in July before submitting ERAS and making your program list and when finalizing your rank list. I also had a few friends who did not receive interviews from their top program (or top few programs either). I would really suggest people to reach out to their advisors early in order to secure interview invites from these places. You won't get it if you don't ask! You need to advocate for yourself in this process. It doesn't hurt to ask, who cares if they reject you twice?!

Because IM is not the most competitive specialty, I felt there was certainly less stress associated with the residency applications and match. Of course, the most helpful was talking with a Career Advisor who you felt could really understand your unique strengths, weaknesses and guide your application choices.

Apply to a broader range of programs, but accept fewer interviews

I would make sure to form a relationship with the confidential advisors for your specialty even if you don't think you need them or at least another faculty/advisor figure, so you have someone to reach out to besides your formal advisor.

Be VERY thoughtful about when you take Step 1,2CS,2CK. I did very well on 1 and poorly on 2 CK, so I'm really glad that I took step 2ck a while after the application went in because I would've been very embarrassed if that was on my application.

If you are rejected by a program that you GENUINELY believe would be the best program for you and that you would almost certainly rank #1, it is still worth advocating for yourself with an email (or two) to the program/PD!

For IM in particular, your story and how you showcase your narrative will be a very important part of your application that you can still control. Clinical performance, yes, I think trumps most things on your application but if you can highlight what motivates you and are able to articulate that on interviews, it will go a long way!

Be a squeaky-wheel. UCSF often tells you that the name will carry you and not to worry -- this was not my experience. Apply broadly to top/mid/low tier programs. Interview as many places as possible.

I would advise to begin studying for Step 1 as you begin medical school- begin to do practice questions

consistently throughout your pre-clinical years. I believe that this would have changed my entire experience as well as my residency options. I realize that it is challenging and costly (to purchase question banks etc) to begin preparation that far in advance, but for students who are not traditionally great at standardized tests, I do believe it will be rewarding to begin studying for USMLE exams as early as possible.

Having resident mentors/friends (especially in the field you're applying into) that you can honestly discuss your thoughts/hopes/fears with is super helpful!

Right now some programs heavily favor/screen students who honor in 3rd year clerkships - unsure how the pass/fail will affect how residency programs view applicants.

You step scores do not matter as much as you think, especially step 2CK. Utilize the alumni network for housing before interviews I stayed in some really nice places that were 10minutes from my interview location. Ask fellows for advice if you are already considering a specific fellowship.

Do well on STEP, create a separate Gmail account for residency so that you can forward all messages to your text and be on top of residency interview offers Everyone matches