

AMA Innovations in Medical Education Webinar Series

Residency application process: What's new for the 2022-2023 cycle?

Bukky Akingbola, MD Maya M. Hammoud, MD, MBA Nicole Mott, MD Steven Pletcher, MD

Today's Host



John S. Andrews, MD

Vice President, GME innovations
American Medical Association

Objectives



Recognize the challenges associated with the residency application process



Describe changes to the 2022–2023 residency application process



Discuss the effects of these changes on residency applicants and programs



Nicole Mott, MD

General surgery (PGY-1) University of Colorado



Maya M. Hammoud, MD, MBA

J. Robert Willson Research Professor, obstetrics and gynecology
Professor, learning health sciences
Associate chair, education
University of Michigan Medical School



Steven Pletcher, MD

Professor Residency program director, otolaryngology University of California, San Francisco



Bukky Akingbola, MD

Obstetrics and gynecology (PGY-2) University of Minnesota

What is your primary responsibility in education?

- UME
- GME
- CME
- Medical Student
- Resident
- Allied health profession
- Not for profit organization
- For profit company
- Other

Challenges Associated with the Residency Application Process

Nicole Mott, MD General surgery (PGY-1) University of Colorado



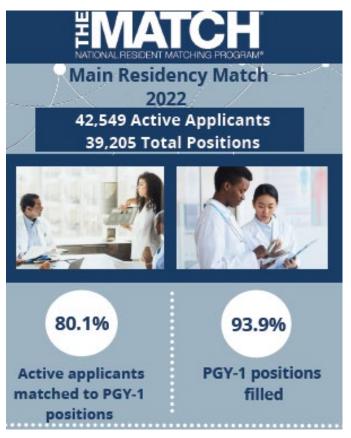
Breaking Down the Match





Congratulations! You have matched!

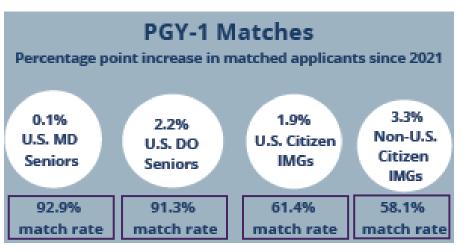
Considering – all active applicants – the overall match rate was 80.1%



Source: NRMP



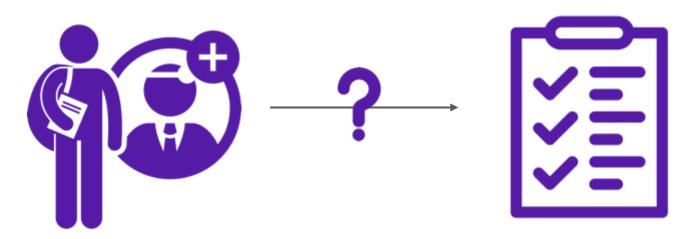
Match rate varies widely by medical training



U.S. MD Seniors
U.S. DO Seniors
U.S. IMGs
Non-U.S. IMGs

Source: NRMP

Match rates are calculated for active applicants.



Register for NRMP Match

Submit Rank Order List

Not all programs participate in the NRMP Match.



SF Match



Urology Residency
Match Program

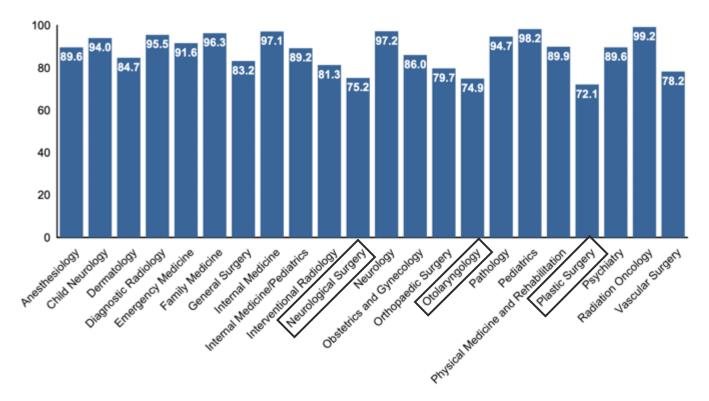


Military Match

Chart 3

Match Rates of U.S. MD Seniors Percent Matched by Preferred Specialty

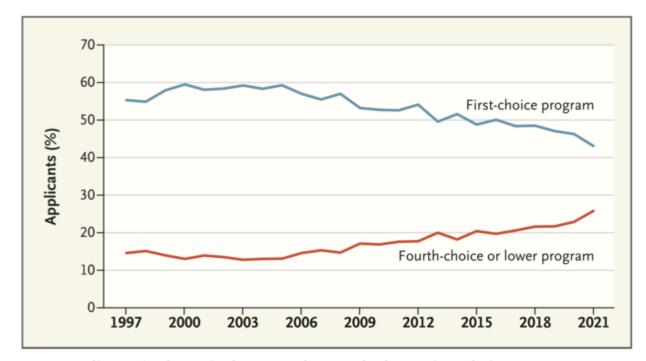
Match rate varies widely by specialty



Source: NRMP Data Warehouse



Match rate is only a **crude outcome**



M.D. Applicants in the United States Who Matched to a First-Choice Program or to a Fourth-Choice Program or Lower.

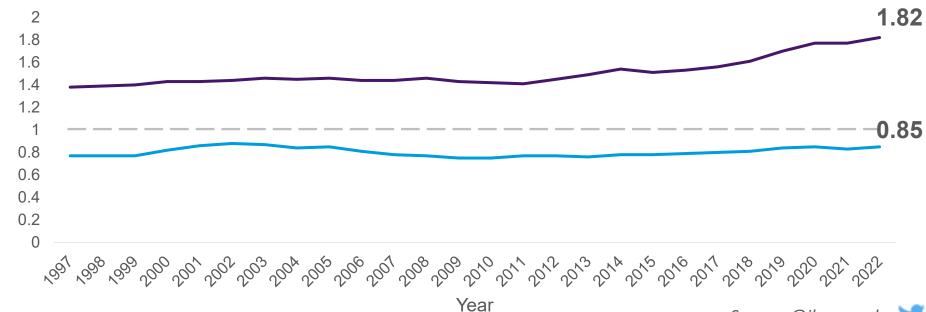
Source: Mott NM, Carmody JB, Marzano DA, Hammoud MM. What's in a Number? Breaking Down the Residency Match Rate. N Engl J Med. 2022 Apr 28;386(17):1583-1586. doi: 10.1056/NEJMp2119716.



Too Few Spots?

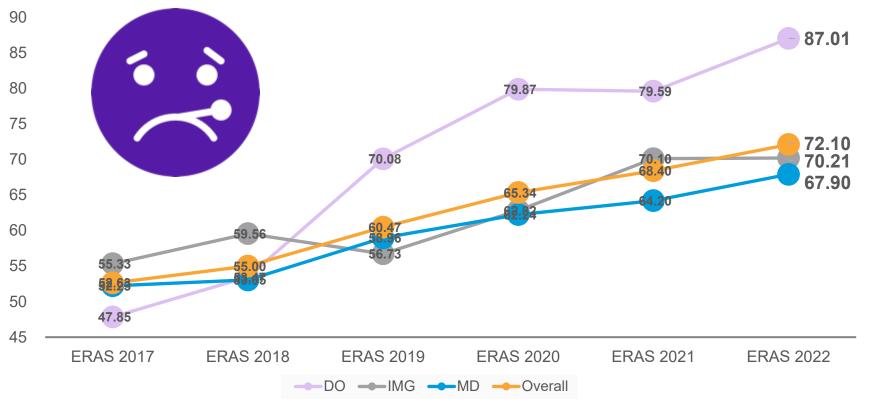
Ratio of Available PGY-1 Positions per Applicant NRMP Main Residency Match®, 1997-2022

—US MD seniors —All Active Applicants



Too Many Applications?

Applications Per Applicant



Consequences of Application Fever: Programs

Year Filled Programs				Unfilled Programs				
	Number and % Filled	Average Length of ROL	Average Ranks per Position	Number and % Unfilled	Average Length of ROL	Average Ranks per Position		
2003	2,748 (74.5%)	55.04	9.32	942 (25.5%)	30.24	4.89		
2004	2,936 (78.7%)	55.61	9.40	796 (21.3%)	27.93	4.85		
2005	3,005 (79.4%)	55.66	9.35	779 (20.6%)	26.63	4.90		
2006	3,159 (81.8%)	55.85	9.74	702 (18.2%)	25.31	4.65		
2007	3,360 (84.1%)	56.80	9.96	635 (15.9%)	25.23	4.97		
2008	3,410 (84.4%)	57.66	10.04	628 (15.6%)	29.5	5.37		
2009	3,601 (87.3%)	58.94	10.52	526 (12.7%)	27.56	5.68		
2010	3,614 (87.3%)	61.78	11.11	528 (12.7%)	27.68	5.64		
2011	3,660 (87.1%)	63.35	11.33	542 (12.9%)	32.51	6.28		
2012	3,767 (85.9%)	64.27	11.52	619 (14.1%)	30.52	6.63		
2013	4,029 (87.9%)	68.12	11.11	555 (12.1%)	27.31	6.56		
2014	4,041 (86.1%)	68.88	11.52	654 (13.9%)	32.42	7.28		
2015	4,093 (86.8%)	70.72	11.64	623 (13.2%)	34.38	7.13		
2016	4,191 (87.2%)	71.93	11.99	613 (12.8%)	36.01	7.54		
2017	4,398 (87.5%)	72.50	12.35	630 (12.5%)	33.78	7.39		
2018	4,623 (87.7%)	74.01	12.83	648 (12.3%)	34.02	7.46		
2019	4,759 (85.6%)	75.81	13.12	799 (14.4%)	33.92	7.60		
2020	4,975 (85.7%)	76.58	12.91	833 (14.3%)	34.61	7.52		
2021	5,120 (86.6%)	88.73	15.35	795 (13.4%)	40.61	8.19		
2022	5,191 (85.3%)	86.57	15.20	896 (14.7%)	51.20	9.31		

Source: NRMP

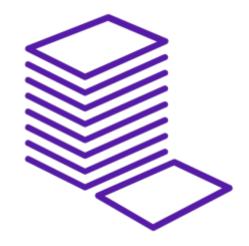
Consequences of Application Fever: Applicants

Year	Matched	Applicants	Year	Matched Applicants			
	Number and % Matched	Average Length of ROLs		Number and % Matched	Average Length of ROLs		
2003	12,692 (94.7%)	7.97					
2004	12,731 (93.8%)	7.99	2003	18,382 (80.5%)	7.45		
2005	12,975 (94.7%)	8.25	2004	18,808 (78.5%)	7.44		
2006	13,285 (94.7%)	8.40	2005	19,234 (79.7%)	7.65		
2007	13,486 (94.7%)	8.90	2006	19,484 (76.4%)	7.81		
2008	13,406 (95.0%)	9.26	2007	20,042 (75.1%)	8.23		
2009	13,560 (94.0%)	9.59	2008	20,167 (74.0%)	8.52		
2010	13,920 (94.0%)	10.17	2009	20,458 (72.3%)	8.74		
2011	14,466 (94.7%)	10.55	2010	20,797 (71.9%)	9.25		
2012	14,477 (95.6%)	10.93	2011	21,363 (73.7%)	9.53		
2013	15,099 (94.2%)	11.04	2012	21,745 (73.5%)	9.75		
2014	15,117 (95.0%)	11.68	2013	24,186 (74.5%)	9.81		
2015	15,512 (94.3%)	11.72	2014	24,660 (76.1%)	10.30		
2015	15,714 (94.3%)	11.72	2015	24,918 (75.9%)	10.41		
			2016	25,481 (76.3%)	10.60		
2017	15,950 (94.7%)	12.14	2017	26,186 (77.7%)	10.71		
2018	16,165 (94.7%)	12.49	2018	27,424 (78.9%)	10.91		
2019	16,392 (94.0%)	12.91	2019	29,044 (80.2%)	11.22		
2020	16,606 (93.8%)	12.82	2020	30,582 (81.3%)	11.29		
2021	16,935 (92.7%)	13.98	2021	31,546 (78.7%)	12.35		
2022	17,064 (93.0%)	14.31	2022	32,305 (80.6%)	12.58		

Residency Application Process









Physicians' powerful ally in patient care



Changes to the 2022-2023 Residency Application Process

J. Robert Willson Research Professor, Obstetrics and Gynecology **Professor, Learning Health Sciences Associate Chair, Education University of Michigan Medical School**



@Maya_Michigan

Disclosures

- I am:
 - Paid consultant for the American Medical Association
 - Board member and Past President of the Association of Professors of Gynecology and Obstetrics (APGO)
 - Member of the NBME Executive Board
 - PI on the AMA Reimagining Residency Grant "Transforming the UME to GME Transition: Right Resident, Right Program, Ready Day One"

The opinions reflected in my presentations are my own and do not necessarily represent Michigan Medicine, APGO, NBME or AMA views

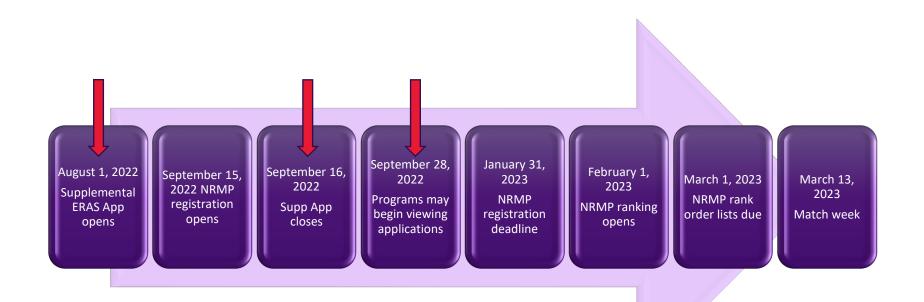
Residency Application and Recruitment

- Most applicants go through the process once
- Many depend on faculty advisors, peers, and social media for advice
- Many changes in the last 3 years to improve the process
- Highlight planned changes in the upcoming cycle

2022-2023 Residency Application Cycle

- Application timeline
- Standardized dates for application and interview offers
- Application review:
 - Step 1 Pass/Fail
 - Supplemental application
 - Altus
 - Standardized letters
- Signaling (Pletcher)
- Virtual Interviews
- Resources (Akingbola)

ERAS Match 2023 Timeline*



*This timeline does not apply to the early match specialties



Standardized Interview Offer Dates

- Ophthalmology: October 17, 2022
- Urology: October 21, 2022
- Obstetrics and Gynecology: October 25, 2022
- General Surgery: October 26 to Nov 1, 2022
- Dermatology: Nov 7, Nov 21, Dec 5, 2022
- Orthopedic Surgery: TBD

Time to Respond to Interview Offers

- General Surgery, Obstetrics & Gynecology: 48 hours
- Emergency Medicine, Urology: 72 hours

Spots Available for Interview Offers

 Dermatology, Emergency Medicine, General Surgery, Obstetrics & Gynecology, Urology

Interview Caps

Ophthalmology: 15

Summary Standards

Specialty	Supp App	Signaling	Interview Offer (IO) Dates	Time to respond to Interview Offers	Spots available for Interview Offers	Virtual Interviews	Interview Cap	Standard Letter	Altus	Website
Adult Neurology	Yes	3								E41377.190
Anesthesiology	Yes	5							Some	90 Ref.
Dermatology	Yes	3	Nov 7, Nov 21, Dec 5, 2022		Yes					
Diagnostic Radiology/Interventional Radiology	Yes	6								in the second
Emergency Medicine	No	5	Not standardized	72 hours	yes	Yes	No	Yes		https://v
General Surgery	Yes	5	October 26 to Nov 1, 2022	48 hours	Yes	Yes			Some programs	L-1.7- P
Internal Medicine (Categorical)	Yes	7				Yes		Yes	Some programs	https://www.im.org/resources/ume- gme-program-resources/resources-re sidency-application2223
Internal Medicine/Psychiatry	Yes	2								
Neurological Surgery	Yes	8								
Obstetrics and Gynecology	No	3 gold, 15 Silver	Tuesday, October 25, 2022	48 hours	Yes	Yes		Yes	Some programs	https://apgo.org/page/rrrapplicant
Ophthalmology			Monday, October 17, 2022				15		All programs	
Orthopedic Surgery	Yes	30	Yes-TBD					Yes		https://www.aoassn.org/cord-progra m/
Otolaryngology	No	4								
Pediatrics	Yes	5								
Physical Medicine and Rehabilitation	Yes	4								
Preventive Medicine	Yes	3								
Psychiatry	Yes	5								
Urology	No	5	Friday, October 21, 2022	72 hours	Yes					https://www.auanet.org/education/a uauniversity/for-residents/urology-an d-specialty-matches

https://docs.google.com/spreadsheets/d/1VZvXZXNxc6oJx-YYRK-c8dtBn8fLBzo6/edit#gid=409222890



Application Review

- Step 1 Pass/Fail
- Supplemental application
- Altus
- Standardized letters

Step 1 Pass/Fail: Now what?

- Step scores are only one small component of the application
- With so many specialties using signaling, more likely applications will receive holistic review
- Important for applicant to tell their story, what makes them unique, and how their values align with those of the specialty/program
- Demonstrate competencies essential to being a successful resident/physician
 - Integrity, reliability, resilience, motivation, initiative, teamwork, compassion
- Discuss future goals as appropriate

ERAS Supplemental Application

- 16 specialties will be using a supplemental ERAS® application for Match 2023
- The supplemental application is to help applicants share more information about themselves with programs



- ✓ Available August 1 to September 16
- ✓ Optional for applicants and programs
- ✓ All details on AAMC website.

https://students-residents.aamc.org/applying-residencies-eras/supplementalerasapplication

Participating Specialties in ERAS Supplemental Application

- Adult Neurology
- Anesthesiology
- Dermatology
- Diagnostic Radiology and Interventional Radiology
- Emergency Medicine (Program Signals only)
- General Surgery
- Internal Medicine Categorical
- Internal Medicine/Psychiatry
- Neurological Surgery

- Obstetrics and Gynecology (*Program Signals only*)
- Orthopedic Surgery
- Pediatrics
- Physical Medicine and Rehabilitation
- Preventive Medicine
- Psychiatry

Review each specialties policies on whether to signal home/away in person sub internships.

Altus

- Altus assessments are to help selection committees perform holistic reviews
 - Evaluate social intelligence, professionalism, communication, motivation, and more
 - Give applicants more opportunities to stand out, earlier in the process
- Ophthalmology: all programs
- Obstetrics & Gynecology, Anesthesiology, Internal Medicine, General surgery: some programs
- Participating programs and testing dates listed on Altus website

https://takealtus.com/dates-times/

Test Dates 0

What is Altus Suite?

Built on years of academic research, Altus Suite is a multi-part assessment that provides programs with insights on applicants for key personal and professional characteristics, in a fair and reliable way, to support their admissions decisions. It gives applicants multiple opportunities to showcase their unique personal and professional strengths, looking beyond their book smarts.

Jul 21, 2022 - 8:00 PM EDT Aug 16, 2022 - 5:00 PM EDT Aug 30, 2022 - 5:00 PM EDT Sep 8, 2022 - 8:00 PM EDT Sep 22, 2022 - 8:00 PM EDT



CASPER

SUMMATIVE SJT

Tests applicant abilities related to social intelligence and professionalism





DUET

VALUE-ALIGNMENT ASSESSMENT

Measures alignment ("fit") between applicants' values and priorities for training with your program





SNAPSHOT

ONE-WAY VIDEO INTERVIEW

Assess applicants' communication, self-reflection, and motivation

https://vimeo.com/720079908?embedded=true&source=vimeo_logo&owner=112636454



Standardized Letters of Evaluation

- Emergency Medicine
- Internal Medicine
- Obstetrics & Gynecology
- Orthopedic Surgery

Virtual Interviews

- AAMC
- Specialties:
 - Emergency Medicine, General Surgery, Internal Medicine, Obstetrics & Gynecology
- Many academic medical centers
- Important to check individual program website
- Some will give option to applicant

Take Home Points

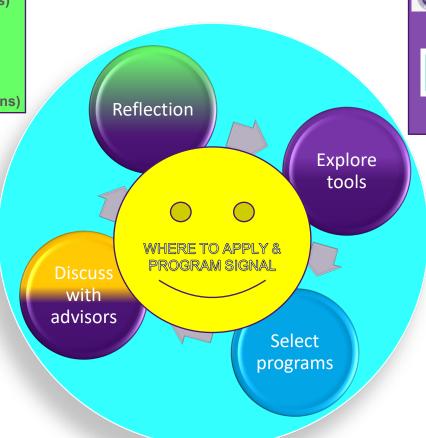
- Many different initiatives across different specialties
- Strong desire to improve equity and the applicant experience
- There will be variations between programs in a single specialty
- Make sure to check each specialty guidelines
- Many specialties publish which programs are following the recommended guidelines
- Make sure to check individual program websites

Mission & Values (Yours and the Residency Programs)

Geography (Your desired training location)

Personal & Professional Goals (Your fellowship or practice aspirations)

Student Affairs
Clerkship Directors
Career Advisors
Department Chairs
Program Directors
Faculty Mentors





Residency

Directory

Alignment Check Index

Residency Explorer™ Tool

AMAS FREIDA



PREFERENCE SIGNALING IN THE 2023 MATCH CYCLE

STEVEN D PLETCHER

PROFESSOR, DEPT. OF OTOLARYNGOLOGY – HEAD AND NECK SURGERY UNIVERSITY OF CALIFORNIA, SAN FRANCISCO

STEVEN.PLETCHER@UCSF.EDU



Today's Talk

- What is Preference Signaling?
- What impact do Signals have?
- How should I approach this process?

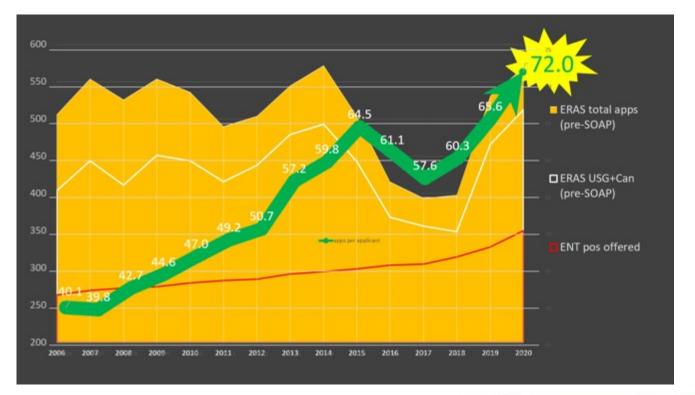
What is Preference Signaling?

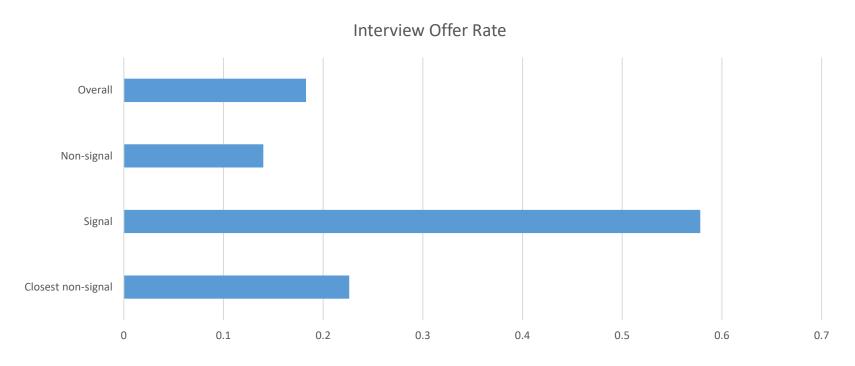
- System that allows Applicants to send a signal of interest to a defined number of Residency Programs
 - Number of Signals varies based upon specialty
 - Programs only see a list of Applicants that signal them, NOT other programs Applicants have signaled
- This process occurs prior to the release of applications and is designed to be used for Interview Selection
 - Most applicants screened out prior to interview day
 - No formal method to align applicant and program interests prior to interviews

Goals of Signaling

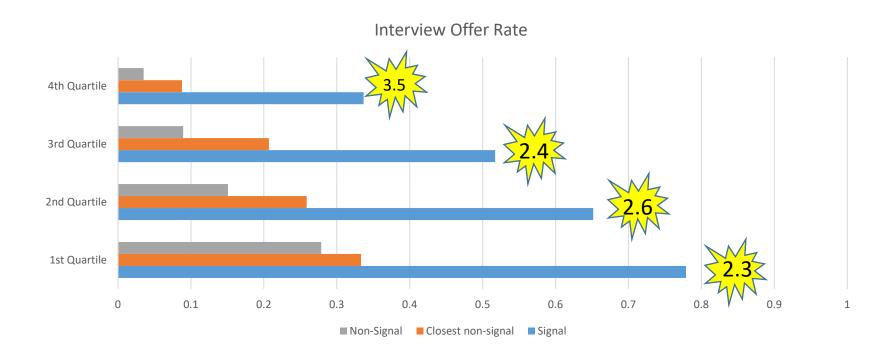
- Improve ability of Applicants to obtain interview offers from programs of particular interest
- Improve ability of Residency Programs to identify Applicants with particular interest in their program
 - The average Otolaryngology Applicant applies to more than half the programs in the country
- Innovate in an area of stagnation

Otolaryngology Applications 2020 Match Cycle



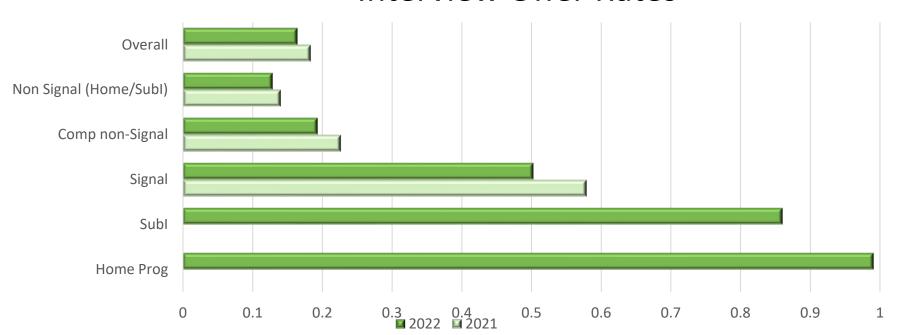


Pletcher, Chang, Thorne, Malekzadeh. Acad Med. 2021 Oct 5 PMID: 34618735.

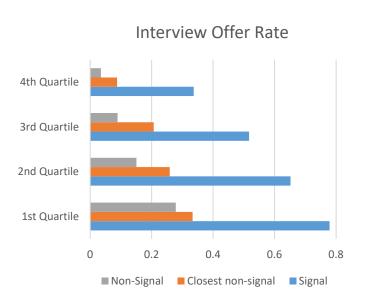


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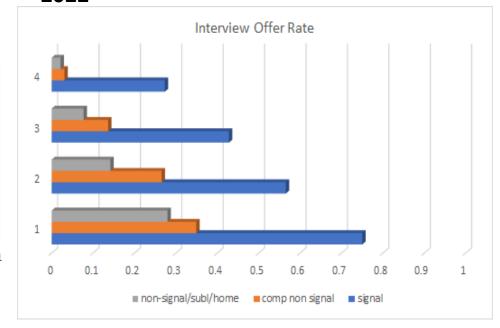
Interview Offer Rates







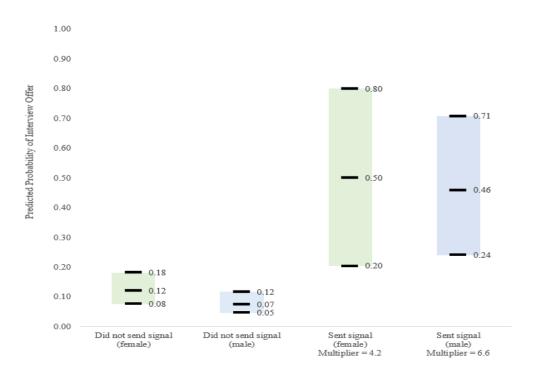
2022



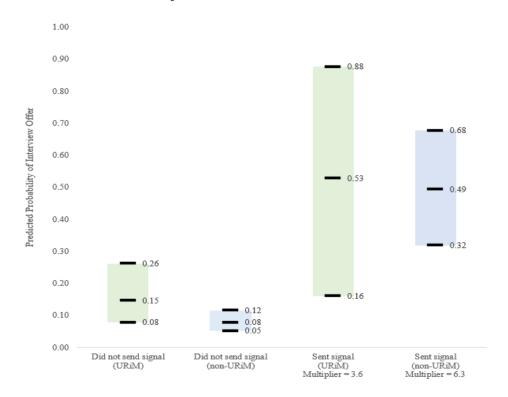
Does the Impact of Signals Vary Across Demographic Groups?

- Gender?
- URM Status?
- Data from Collaboration with ERAS/AAMC
 - Primary outcome: "Selected for Interview" status in ERAS
 - Final Dataset
 - Gender 212 Female vs. 340 Male; 89 Programs (75%)
 - URiM Status 376 non URM vs. 86 URM; 76 Programs (64%)

Probability of Interview Invitation by Gender



Probability of Interview Invitation by URM Status



 Signals increase the likelihood of receiving an interview offer from Programs of Interest

How should I approach this process?

- Learn the rules for your specialty
 - Signals to Home/Subl programs?
 - Dates and Logistics
 - ERAS for most specialties
 - Otolaryngology & Urology through specialty websites

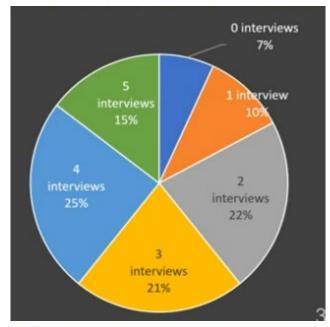
Specialty	# of Program Signals
Adult Neurology	3
Anesthesiology	5
Dermatology	3
*Diagnostic Radiology and Interventional Radiology	6
Emergency Medicine	5
General Surgery	5
Internal Medicine (Categorical)	7
Internal Medicine/ Psychiatry	2
NeuroSurgery	8
Obstetrics and Gynecology	3 (gold) 15 (silver)
Orthopedic Surgery	30
Pediatrics	5
Physical Medicine and Rehabilitation	4
Preventive Medicine	3
Psychiatry	5

How should I approach this process?

- Identify programs of interest
 - Alignment with training goals, culture, geography
- Review application with a trusted advisor
 - Will you be competitive at your programs of interest?
 - Metrics important to programs present in your application?
 - Cross-check with available resources
- Signal programs of interest where you anticipate being a competitive applicant

Final Points

- A Signal does not guarantee an interview offer
 - Signals are only one part of the application package



Final Points

- For most specialties, there are many more interview offers than preference signals
 - Very few programs will receive more signals than interview slots
 - Programs will interview many applicants who did not send them a signal

Final Points

- Signals are a resource for you plan but don't over-strategize
 - Don't assume your preferred programs will offer you an interview offer without a signal
 - Program Directors may be looking at your application "great applicant, seems like a good fit for our program, but they didn't signal ..."



Thank You!

Sonya Malekzadeh, David Chang, Marc Thorne, Eric Dobratz, Barry Schaitkin, Rosemary Stocks, John McGinn Emily Maurer, Katie Fitzgerald

Acknowledge AAMC/ERAS Collaborators: Bobby Naemi, Dana Dunleavy, Renee Overton, Joe Costa

Resources for the Residency Application Process

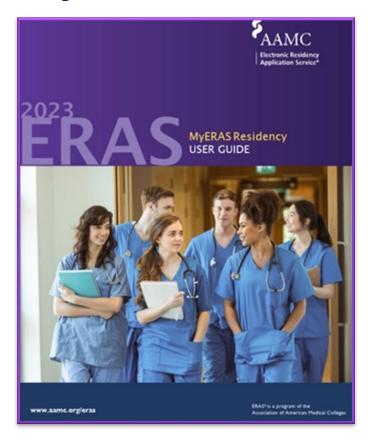
Bukky Akingbola, MD
Obstetrics and gynecology (PGY-2)
University of Minnesota



Resources

- AAMC: ERAS, Residency Explorer
- AMA: FREIDA
- NRMP: Match data
- Specialty sites
- Program websites
- Social media
- Faculty advisors
- Friends and family

MyERAS Resources



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ERAS Applicant Worksheet The worksheet may be printed and used to begin completing your MyRPA systication offline. All required indices are highlighted in and and native with an activation. These roles Series of these fields are required only in certain consumbations.	AAMC Jamesh Safanon Jamesh Safanon
AAMC Account Information First Name* Sea* Innal* Last Name* Birth Cate*	
Suffix I authorize the release of my birth date to Basic Information	ERAS® Residency Applicant Checklist
Previous Last Name Preferred Pozer* Perferred Name Mobile Pozer Attenuals Pozer Fax Pager	MyERAS Application Complete your MyERAS application. I have "You are not represent to complete the PMERAS application in one sitting and are advised to lake your time working on any section."
Address Current Mailing Address Address 1*	Centry and soluting our PRRAS opplications. Haze: Tour opplication must be control and solutional or order to apply to program. Once you have submitted year PREAS application, you will not less dids in males any sharpes or options often than to the offerendant in the Personal Information action. There are no exceptions.
Address 2 Country*	Uploading and Assigning Documents
State (Required for U.S. & Can	Upload Assign Document D Personal Statement(s)
City* Postal Code	Determine Internation (LAR)
Is your permanent address the same as your current mailing address?* Yes No	☐ Hedical Student Performance Evaluation (PEPE or "Clean's Letter") Nate: Automatically accigned.
to your permanent doorest the same as your content making doorest.	☐ Medical School Transcript Nate: Automatically exigned
Permanent Address	ECHIG Status Report (PIGs only) Note: Automatically acognet
Address 1	□ □ Potegraph
Address 2 Country	Send your VEME and/or COPELEX-XSA Transcripts Note Instead of uploading your transcript, you must authorise the release of your transcript before you can sough it to program.
	Applying to Programs Seath for programs and ald them to your Sentit Program. Seath for programs and ald them to your Sentit Programs. The programs are selected in to show that they are perticipating in SAN Region to program. Monitor Your Documents and Message Center Use the Applicat Consists and Augments Report to snow document assignments for programs are accurate and need program.

 $\frac{https://students-residents.aamc.org/eras-tools-and-worksheets-residency-applicants/eras-tools-and-worksheets-residency-applicants}{}$



Physicians' powerful ally in patient care

Supplemental Application

The Electronic Residency Application Service® (ERAS®) is offering a supplemental application designed to help students share more about themselves and assist program directors in finding applicants that fit their programs' setting and mission.

About the supplemental ERAS® application

In addition to the main MyERAS® application, 16 specialties will use a supplemental ERAS® application during the ERAS 2023 season. This short, free supplemental application features questions to help applicants share more information about themselves with programs.

Specialties participating in the supplemental ERAS® application

With the support of their specialty leadership organizations, programs from the following specialties may participate in the supplemental ERAS® application for the 2023 ERAS season.

Very important to understand each specialty guidelines

For dual applicants:
Same supplemental
application goes to all
programs

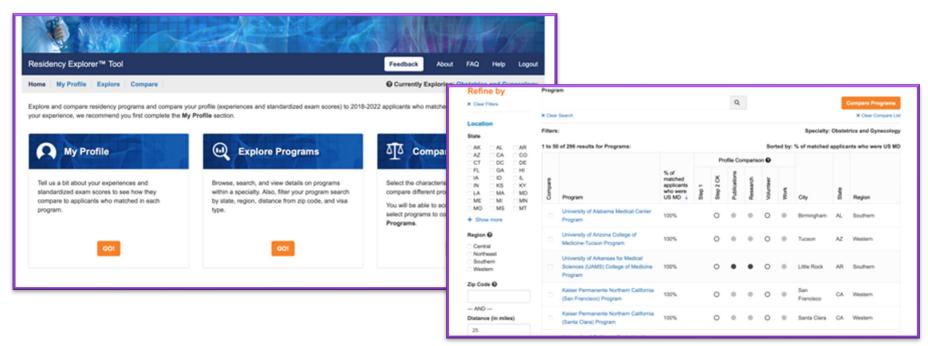


Residency Explorer



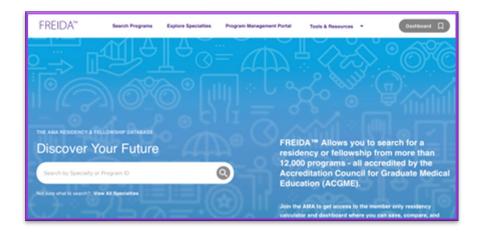
https://www.residencyexplorer.org

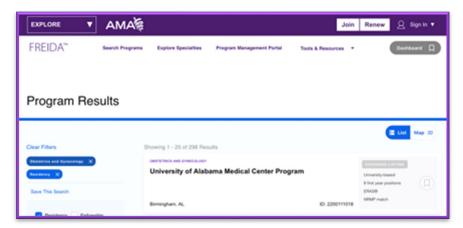
Residency Explorer



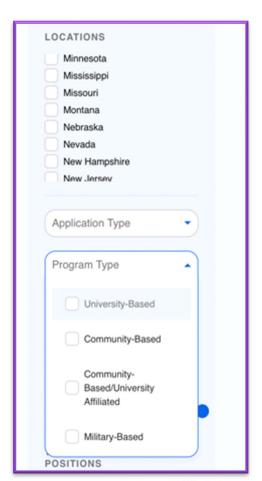
https://www.residencyexplorer.org

AMA FREIDA



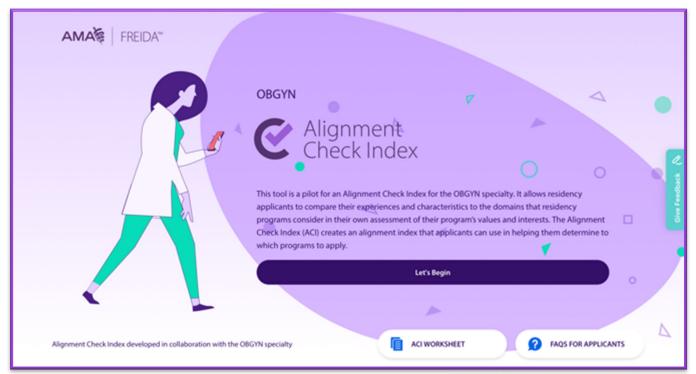


AMA FREIDA



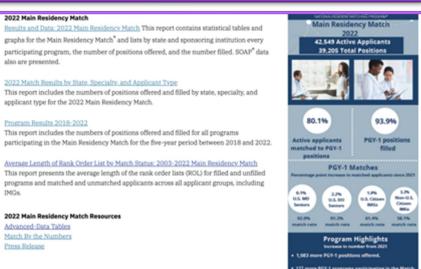
VISAS ACCEPTED	WHAT IS THIS?	
H-1B J-1		
TOTAL POSITIONS	S	
•	•	
0	200	
TOTAL FIRST YEAR POSITIONS	AR	
•	•	
0	80	
% USMD		
•	•	
0%	100%	
% IMG		
•	•	
0%	100%	
% DO		
•	-	
0%	100%	
FIRST YEAR SALA	ARY	
•	•	
\$0	\$175000	
AVERAGE WORK HOURS PER		

AMA FREIDA- OBGYN ONLY- Available August 2022



NRMP Match Data





https://www.nrmp.org/match-data-analytics/residency-data-reports/

484 more primary care positions offered.

NRMP Match Data

Research Reports

Charting Outcomes in the Match, 2020: These biennial reports highlight the characteristics of students and graduates that contribute to a program's overall assessment of an applicant. Ten to twelve measures are examined in the reports, including the number of contiguous ranks in preferred specialty, the number of distinct specialties ranked, USMLE* Step 1 and Step 2 CK scores (for U.S. MD seniors and IMGs), COMLEX-USA* Level 1 and Level 2-CE scores (for U.S. DO seniors), and the numbers of research experiences, publications, and work and volunteer experiences.

Charting Outcomes in the Match: Senior Students of U.S. MD Medical Schools Characteristics of U.S. MD Seniors Who

Characteristics of U.S. MD Seniors Who Matched to Their Preferred Specialty in the 2020 Main Residency Match (2nd edition) Charting Outcomes in the Match: Senior Students of U.S. DO Medical Schools

Characteristics of U.S. DO Seniors Who Matched to Their Preferred Specialty in the 2020 Main Residency Match (2nd edition) Charting Outcomes in the Match: International Medical Graduates

Characteristics of International Medical Graduates Who Matched to Their Preferred Specialty in the 2020 Main Residency Match (3rd edition)

Survey Reports

New! Research Brief: Impact of Virtual
Experience on the Transition to Residency—
Findings From the 2021 Applicant and
Program Director Surveys.

This brief presents general findings on questions added to the 2021 Applicant and Program Director Surveys targeting the virtual experience as a result of the COVID-19 pandemic.

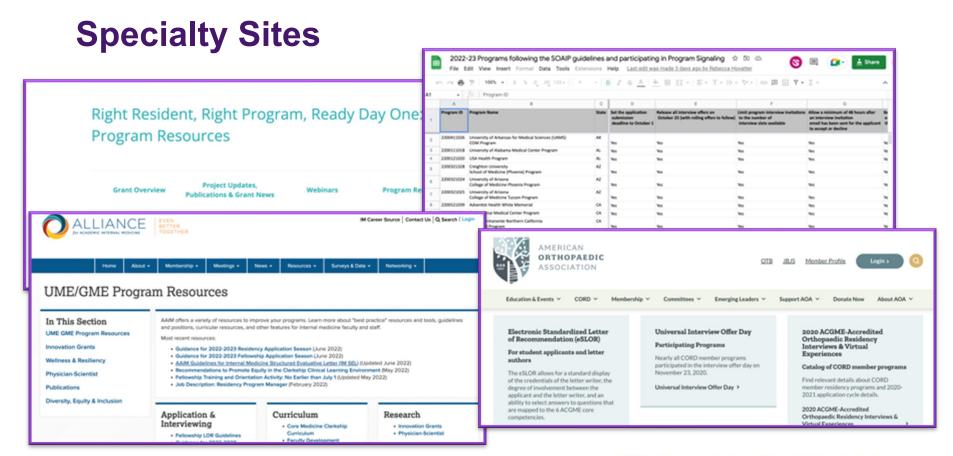
Results of the 2021 NRMP Program Director Survey

This report presents the results of selected items from the 2021 Program Director Survey. It presents interview and exam data by applicant type as well as the factors program directors use to select applicants to interview and rank in the Main Residency Match.

Results of the 2021 NRMP Applicant Survey

This report presents the results of selected items from the 2021 Applicant Survey. The report documents factors that applicants weigh in selecting programs at which to interview and to rank in the Main Residency Match as well as their reliance on various ranking strategies.





Other Resources

- Program websites
- Social media
- Faculty advisors
- Friends and family



AMA Innovations in Medical Education Webinar Series

Residency application process: What's new for the 2022-2023 cycle?

Questions