

BACKGROUND

- Career planning, specialty decision making, and residency match preparation are known sources of medical student stress.
- Liaison Committee on Medical Education (LCME) accreditation standards address medical student career advising.
- Studies demonstrate that effectively integrated career advising is structured, formalized, evaluated, timely, standardized, and based on student needs.
- USU SOM career advising efforts have been informal, limited in scope, and focused primarily in the post-clerkship period. LCME cited need for improvement.

PROJECT OBJECTIVES

- USU SOM will establish a formal career advising program led by the Office for Student Affairs (OSA) that integrates the efforts of OSA, faculty, clerkship directors, and medical students.
- Program will strengthen medical students ability to explore and evaluate their career options by using a structured approach; providing information about career options; supporting the selection of elective coursework; and guiding the preparation of graduate medical education (GME) residency application.
- Program will enhance USU SOM student understanding of the needs of Department of Defense (DoD) and opportunities within the Military Health System (MHS).

METHODS

- Needs assessment conducted with stakeholders including students, department chairs, faculty, GME program leadership, MHS GME leadership.
- SWOT analysis done assessing current programs.
- Program evaluation measures identified:
 - Association of American Medical Colleges (AAMC) Graduation Questionnaire career counseling questions
 - AAMC Careers in Medicine® (CIM) usage data
 - Percent of graduates matching to critical wartime specialties



OUTCOMES

- Program goals, objectives and educational strategies, 4-year timeline, and implementation plans drafted.
- Graphical branding established to enhance student recognition of programming elements.
- University intranet page developed for local career advising resources.
- Lead clinical department career advisors identified.
- Pilot, optional MS1 career advising workshop
 - 48 attendees
 - 100% registered for AAMC CIM
 - 126 unique logins/47 assessments completed

DISCUSSION

- Medical students do not consistently recognize career advising programming: consistent labeling and branding critical.
- Specialty specific faculty career advisors are highly desired by medical students and by specialties: OSA cultivation is necessary to ensure ongoing support and alignment in messaging.
- Encouraging students to understand DoD and MHS mandates draws mixed reactions.

SUMMARY

- USU's 4-Year Career Advising Program is primed for full implementation with SOM Class 2024.
- Programmatic assessment performed across its implementation will ultimately evaluate its impact on student career planning.

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