

Internal Medicine Residency – What next?

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Detroit Medical Center

USMLE Step 3

- <http://www.usmle.org/step3/purpose.htm>
 - USMLE Step 3 Requirements
- The USMLE program requires the following to be completed prior to submitting a Step 3 application:
- Obtain an M.D. degree (or its equivalent) or a D.O. degree (or its equivalent).
 - Pass both USMLE Steps 1 and 2 (CK and CS).
 - If a graduate of a foreign medical school, obtain certification by the ECFMG or successfully complete a "Fifth Pathway" program.
 - Meet the requirements for taking Step 3 imposed by the individual licensing authority to which you are applying to sit Step 3.
- **You must be eligible to sit for Step 3 at the time you submit the application.**
 - If you have taken the Step 3 previously, you may not reapply prior to 60 days from the date of the prior Step 3 administration.
 - The USMLE program limits all individuals to three attempts at a Step within a 12-month period. You may not apply for a fourth attempt at Step 3 prior to the expiration of 12 months from the date of the first Step 3 administration.

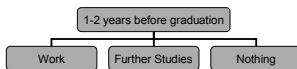
USMLE Step 3

- http://www.michigan.gov/mdch/0,1607,7-132-27417_27529_27541---,00.html
- To apply:
 - Be nice to Carol!
 - Apply through the State of Michigan AND the FSMB.
- http://www.fsmb.org/m_usmlestep3.html
- Please complete your Step 3 BEFORE you graduate.

ABIM Examination

- Statistics
- Apply:
 - Be nice to Carol and the Program Directors!
- <https://www.abim.org/faq/faqapply.shtm>
- Exam fee is a Tax deduction if you itemize your deductions.

OPTIONS



Work

- Solo Practice
- Group Practice
 - Single specialty
 - Multispecialty
- MCO doctor
- Hospitalist
- Locum tenens
- Academic Medicine

Work Check List

- ✓ Permanent State Licensure – Need Step 3
- ✓ Permanent State Pharmacy License
- ✓ DEA number –Need State License numbers
- ✓ Malpractice Insurance**
- ✓ Resume', Letters of Reference
- ✓ Find a Job
- ✓ Obtain UPIN number
- ✓ Obtain Medicare ID
- ✓ Obtain Medicaid ID
- ✓ Obtain National Provider ID number*
- ✓ Register with local MCO's, Indemnity insurances
- ✓ Hospital Privileges

Malpractice Insurance

- Rates vary by specialty and geographic region
- Pay the highest rates in Florida's Dade and Broward counties, where premiums range between \$26,896 and \$50,774. The Detroit, Mich., area has the next highest rates in the country. There, internists pay between \$18,376 and \$40,233.

Internal Medicine News, 2002.

Resume' & Reference Letters

- Professional
- Clearly State Objectives.
- Obtain letters from people who can vouch for your skills.

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Find a Job

- Solo Practice
- Group Practice
 - Single specialty
 - Multispecialty
- MCO doctor
- Hospitalist
- Locum tenens
- Academic Medicine
- Word of Mouth
- Website
 - [NEJM Jobs](#)
link to NEJM's job search engine
 - [JAMA Jobs](#)
link to JAMA CareerNet
 - [ACP Job Search](#)
Job listings from the ACP
 - [Physician Work](#)
over 30000 physician jobs listed nationwide
 - [Physician Recruiting](#)
physician jobs and employment opportunities listed by specialty and region
 - [Z](#)
physician recruiters since 1994
 - [MD Job Site](#)
headhunters "R" us
 - [Locum tenes](#)
free locum tenens job board
 - [MIMOM](#)
medical opportunities in Michigan
- Journal Classifieds

Job

- Compensation linked to No. of Patients seen
 - Solo Practice
 - Single specialty practice
 - Multi-specialty practice
- Salaried, Fixed compensation ± Bonuses
 - HMO doc Industrial Medicine Doc
 - Hospitalist Public Health Doc
 - Hospitalist Student Health Doc
- Salaried ± Grants
 - Academic Medicine
 - Patient care, research, teaching, administration

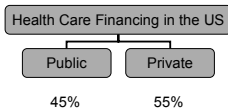
Find a Job

- Job description
- RVUs?
- Guaranteed work?
- Guaranteed salary?
- Benefits package.
 - Bonuses, revenue sharing
 - 401K
 - Health, Dental, Vision insurance
 - CME (time and money)
 - Malpractice insurance
 - Hospital Staff Fees, Practice Plan Fees

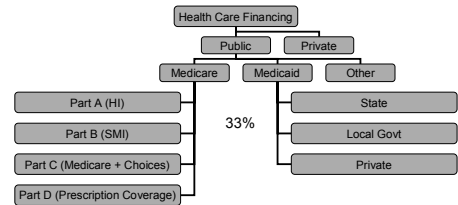
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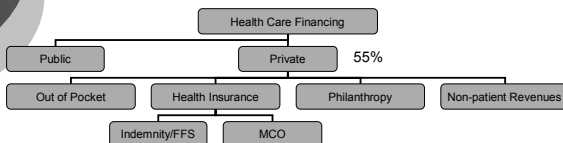
Review



Review



Review



How to Register

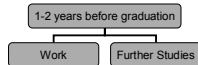
- Easy Way
 - Hire a Billing Company
 - Walk you through all the forms
 - Employer
- Not so easy Way
 - Self-Billing
 - Contact each and every insurance company and ask for an application
 - Contact Medicare/Medicaid for an application

National Provider ID

- <https://nppes.cms.hhs.gov/NPPES/StaticForward.do?forward=static.npistart>
- Replace ALL the other unique ID numbers (Medicare, Medicaid, Private Health Insurance ID numbers)
- Only 133 more days until the National Provider Identifier (NPI) compliance date! Do you have your NPI?

National Provider ID

- If you are a health care provider who bills for services, you probably need an NPI. If you bill Medicare for services, you definitely need an NPI! Getting an NPI is easy.
- Getting an NPI is free. The first step is to get your NPI. Once you obtain your NPI, it is estimated that it will take 120 days to do the remaining work to use it. This includes working on your internal billing systems, coordinating with billing services, vendors, and clearinghouses, testing with payers.
- As outlined in the Federal Regulation, (The Health Insurance Portability and Accountability Act of 1996 (HIPAA)) you must also share their NPI with other providers, health plans, clearinghouses, and any entity that may need it for billing purposes.
- If you delay applying for your NPI, you risk your cash flow and that of your health care partners as well.



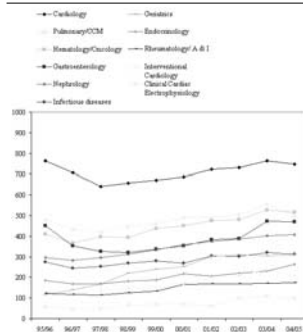
Further Studies

- Medicine Subspecialty Fellowships
- Certifications
 - "Mini-Fellowships"
- Masters Degree
 - Public Health (MPH)
 - Business Administration (MBA)
 - Health Services Administration (MHSA)
- Judicial Degree (JD)
- Doctorate (PhD)

Further Studies

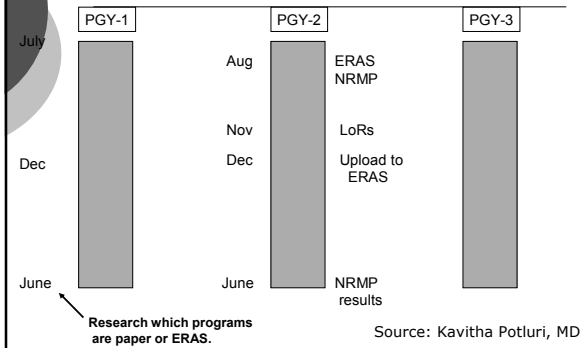
- Fellowship
 - Adolescent Medicine
 - Allergy and Immunology
 - Cardiovascular Disease
 - Clinical Cardiac Electrophysiology
 - Critical Care Medicine
 - Endocrinology, Diabetes, and Metabolism
 - Gastroenterology
 - Geriatric Medicine
 - Hematology
 - Infectious Disease
 - Interventional Cardiology
 - Medical Oncology
 - Nephrology
 - Pulmonary Disease
 - Rheumatology
 - Sleep Medicine
 - Sports Medicine
 - Transplant Hepatology

Number of First -Year Internal Medicine Fellows by Subspecialty



www.abim.org

Fellowships Application Timeline



Curriculum vitae

- Professional
- Many formats available
- Static Contents
 - Test scores
 - Evaluations
- Dynamic Contents
 - Awards
 - Research Abstracts/Presentations
 - Publications

Letters of Recommendation

- To waive or not to waive?
- Ask people who worked with you closely.
- Preferable to include people in the same subspecialty.
- Program Director

DMC
Detroit Receiving Hospital
4201 St. Antoine
Detroit, MI 48201

January 5, 2007

To Whom It May Concern:

Re: [REDACTED]

It was our pleasure to have [REDACTED] participate in the Detroit Receiving Hospital Emergency Department as an observer during the month of December 2006. EMH is an urban academic Level I Trauma Center with 90,000 annual patient visits.

[REDACTED] was diligent in showing up for his assigned periods to observe. He closely followed one of our senior residents and they appreciated his enthusiasm and insightful questions.

I believe [REDACTED] will be very successful in his future endeavors.

Sincerely,
Public J. Swenny, M.D.
Chief, Department of Emergency Medicine
Detroit Receiving Hospital

www.dmc.org

Personal Statement

- Do interviewers read them? – Variable
- Good forum to explain things in your CV or application that could not otherwise be explained.

The Interview

Before the Interview

- Do your Homework
 - Research each program properly
 - www.ama-assn.org/freida
- Practice, practice, practice
 - Mock interviews
- Have prepared answers for the usual questions.

Before the Interview

- Timing: typically, interviews made later in the season are most remembered.
- Try to cluster interviews to save on travel and costs.
- Dress properly, -simple, clean, conservative. You are not on a date.
- Prepare for the weather.

Before the Interview

- Be on time to your interview!!!
- If something unexpected happens, inform the secretary/office that you will be late.

During the Interview

- Attitude: Smile!
 - Be friendly
 - Be polite
 - Be unique – be noticed in a positive way, leave people with a positive feeling about you, be memorable (in a positive way).
- Know how to pronounce your interviewer's name
- Show enthusiasm for the program

During the Interview

- Give standard answers to standard questions.
- For all other questions, be yourself.
- Give short, succinct (to the point) answers.
- Turn all potentially negative answers into positives.
- Pause during long answers to give your interviewer an opportunity to interrupt.

During the Interview

- Make sure you write down the names (and if possible, the email adds) and spellings of the people who interview you, the coordinators' and the fellows'.
- Enter and depart the interview in a polite and confident manner
- Goal is to sell yourself
- The interview has more weight in the selection process than your USMLE scores, CV, personal statement.

After the Interview

- Be sure to send a handwritten follow-up letter or email (in my view, letter is better) thanking them for the interview, including the date and the names of the people you met, and one fact that should trigger your interviewers' memory who you are.

After the Interview

Dear Dr. Marur,

I thank you for interviewing me at the Wayne State University/Sinai-Grace Hospital Program as a potential residency candidate on 5th January, 2007. I truly appreciate all the time and care you took in learning about me during the interview.

Sinai-Grace Hospital seems to me as the first step in fulfilling my long term goals. I am particularly impressed with its education outlines, its service to the community and research possibilities. I am convinced that this is where I want to be and will fit in perfectly with the rest of the team of residents.

I thank you once again for providing me with this exciting opportunity. I am eagerly looking forward to the possibility of joining this program and contributing my skills with complete dedication.

Sincerely,
XXXX XXXXXXXX.

AAMC ID:XXXXXXXXXXXX

The Usual Questions.

- How are you today?
- Tell me about yourself?
- What are your strengths and weaknesses?
- If you could be any cell in the human body, which cell would you be and why?
- If your house was burning, what three objects would you save and why?
- What kinds of people are your friends?

The Usual Questions.

- Who are your heroes?
- What do you do in your spare time?
- To which organizations do you belong?
- If you could no longer be a physician, what career would you choose?
- How do you make important decisions?
- What are the major deficiencies in your medical school training?

The Usual Questions.

- With which type of people do you have difficulty working?
- How do you handle conflict?
- With which subject did you have the most difficulty?
- Why are you choosing this specialty?
- Why did you apply to this program?
- Why should we take you over another candidate?

The Usual Questions.

- I don't think you are right for our program! –best response, "Why do you feel that way?"
- Tell me about your most memorable patient.**
- Where do you see yourself in 5 years?
- What will you do if you do not match?
- Do you have any questions?

Illegal Questions

- Questions regarding marriage and family planning are the most commonly asked illegal questions.
- Questions regarding your health and habits.
- Questions regarding religion and political preference.

Illegal Questions

- Options:
 - Refuse to Answer
 - Finesse the Question (do you really need to know the answer to the question?)
 - Answer the Question-
 - Straightforward
 - Turn it into a positive point

Questions to Ask

- Changes in the program, faculty
- Evaluation Systems
- What are you graduates doing?
- Research mentoring

Questions Not to Ask

- Salary
- Benefits
- Vacation
- Questions you should know the answers to.

Questions?
