

Resident Perspective: The Perfect Match?

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Quick Facts

324 candidates per year

19 programs ranked

64% match rate

2-11% attrition rate



Online Resources

FREIDA™

Associat
Neurolog

The screenshot shows the UT Southwestern Medical Center website. The top navigation bar includes links for Research, Education & Training, Patient Care, Faculty, Departments & Centers, Newsroom, Careers, About Us, Employees, and MyUTSW. The main content area is titled "Neurological Surgery Residency" and features a group photo of residents and faculty. A sidebar on the left lists various program details, and a "Quick Links" section is visible on the right.

Neurosurgery



HUB

Neurosurgery Hub

Neurosurgery Residency Websites

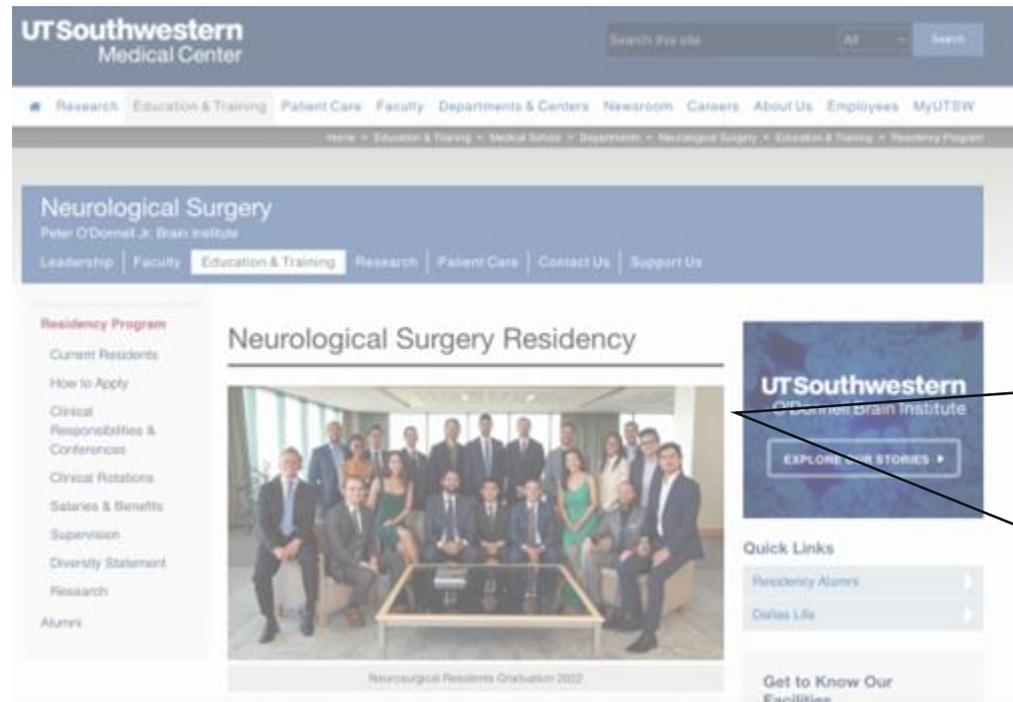


Table 1. Education and Recruitment Variables

| Education | Recruitment |
|----------------------|-------------------------|
| Rotation Overview | Program Description |
| Didactic Instruction | Faculty Listing |
| Journal Club | Resident Listing |
| Academic Conferences | Salary |
| Research Requirement | Work Hours |
| Research Interests | Application Link |
| Meeting Attended | Interview Dates |
| Operative Experience | Graduate Fellowships |
| Journal Links | Selection Criteria |
| On-Call Schedule | Interview Day Details |
| Evaluation Criteria | Social Life |
| Research Citations | Domestic Considerations |
| Password Content | Debt Management |
| Association Links | Alumni Contact |

Neurosurgery Residency Websites

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|----------------------|
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Research interests (87%)
Research citations (83%)
Didactics (81%)
Clinical rotations (73%)
Journal club (59%)
Operative exposure (24%)

Neurosurgery Residency Websites

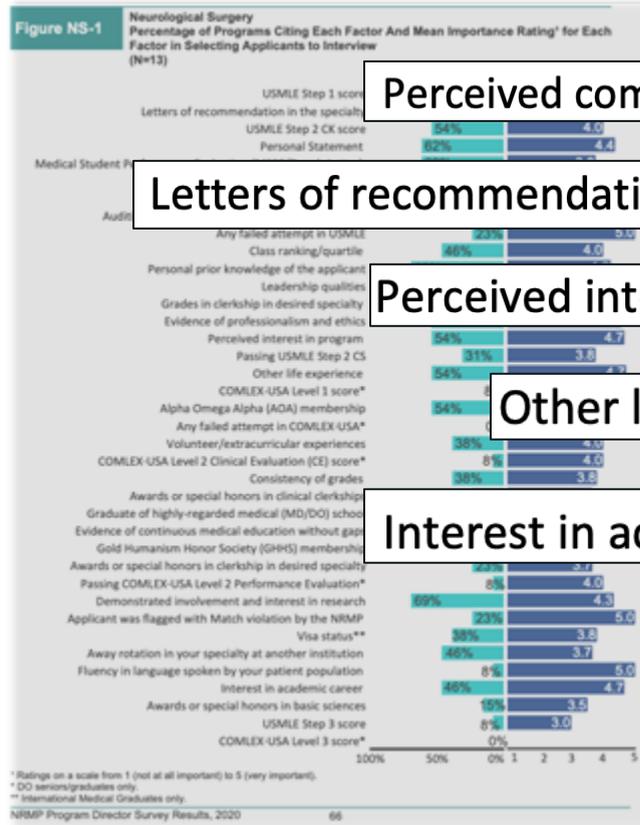
| Recruitment |
|-------------------------|
| Program Description |
| Faculty Listing |
| Resident Listing |
| Salary |
| Work Hours |
| Application Link |
| Interview Dates |
| Graduate Fellowships |
| Selection Criteria |
| Interview Day Details |
| Social Life |
| Domestic Considerations |
| Debt Management |
| Alumni Contact |

Faculty (100%)
Program description (96%)
Residents social life (54%)
Previous graduates (48%)

NRMP Program Director Survey - Interview

Percent Citing Factor

Average Rating



Perceived commitment to specialty

69%

4.9

Letters of recommendation in the specialty

92%

4.8

Perceived interest in program

54%

4.7

Other life experience

54%

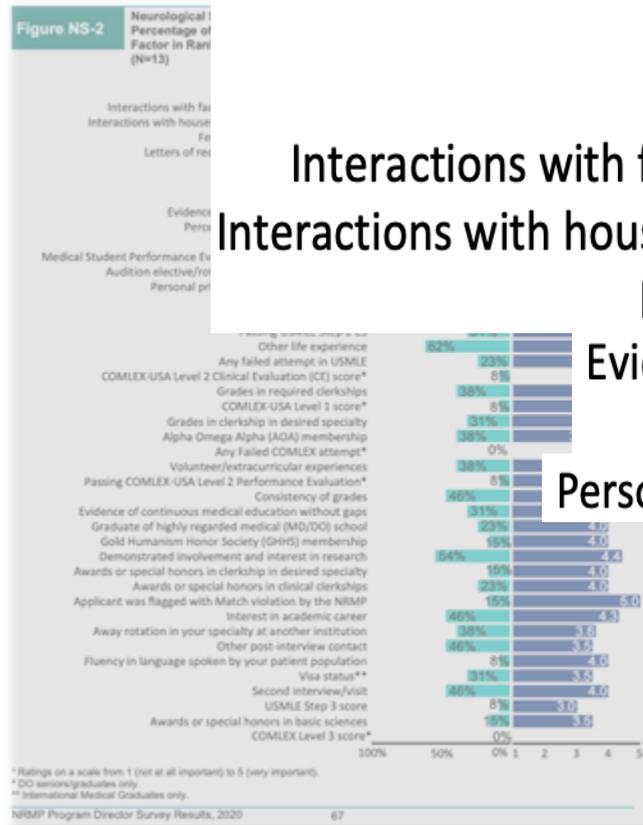
4.7

Interest in academic career

46%

4.7

NRMP Program Director Survey - Rank



Interpersonal skills

Interactions with faculty during interview and visit

Interactions with housestaff during interview and visit

Feedback from current residents

Evidence of professionalism and ethics

Perceived commitment to specialty

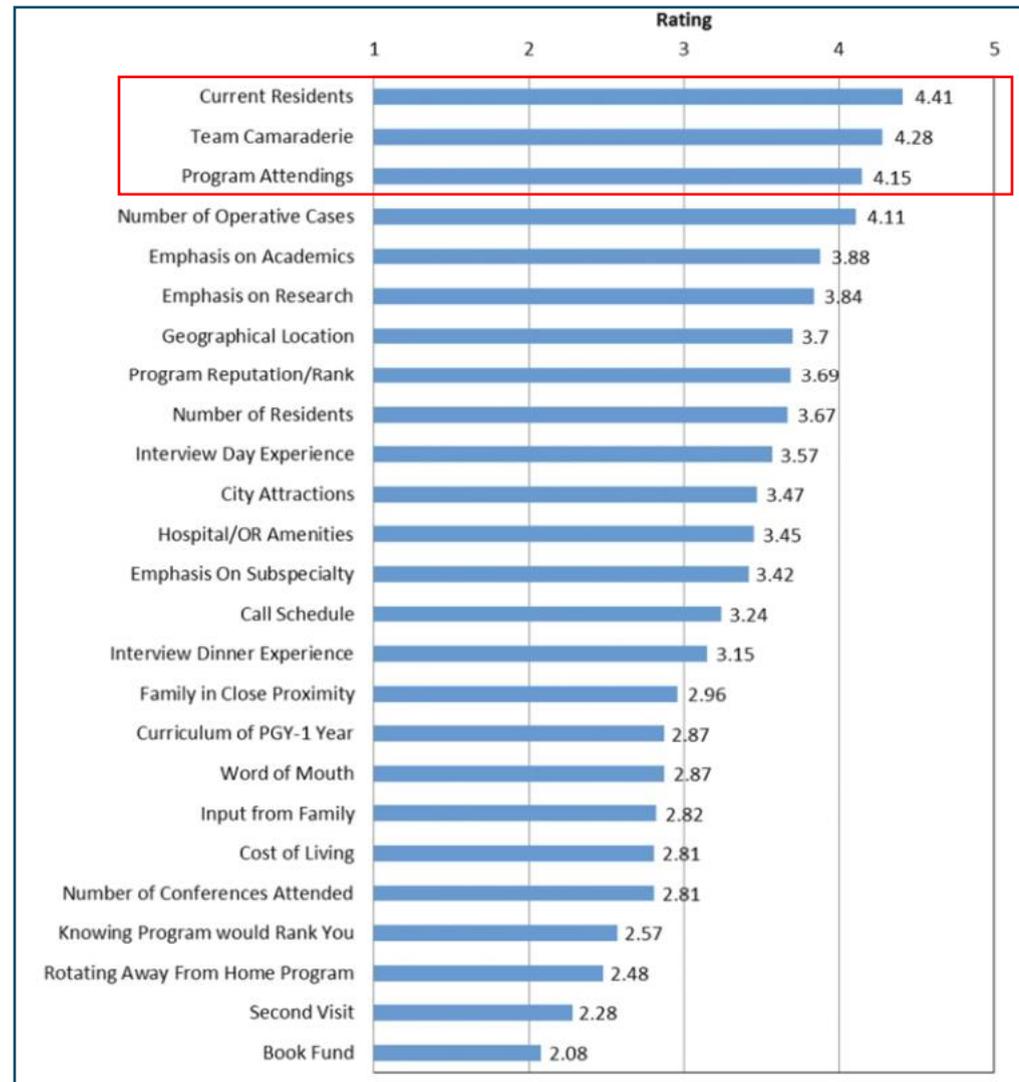
Personal prior knowledge of the applicant

Percent Citing Factor

Average Rating

| | |
|-----|-----|
| 92% | 4.9 |
| 85% | 4.9 |
| 85% | 4.9 |
| 85% | 4.8 |
| 62% | 4.9 |
| 69% | 4.9 |
| 62% | 4.8 |

Important ranking factors for neurosurgical candidates



Factors neurosurgery candidates use when choosing a residency program

Clinical article

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Object. Many factors affect an applicant's decision when selecting a residency program. While some issues are likely important to all applicants, others may be specific to, or weighed differently by, those applying to certain specialties. In an effort to better understand how applicants to neurosurgery programs make decisions about relative rank, the authors created a survey to identify the program characteristics thought most important by applicants.

Methods. An electronic survey was created and posted to the neurosurgery residency coordinator's forum. Coordinators throughout the country were asked to send the survey link to students who were scheduled to begin as first-year residents in July of 2012. A paper copy of the survey was also distributed at the Society of Neurological Surgeons intern boot camp in Atlanta, Georgia, in July of 2012.

Results. One hundred ninety-six students obtained a neurosurgical postgraduate year 1 position in the 2011–2012 match; 40 survey responses were received (response rate 20.4%). The factors cited as being most important in selecting a residency were the residents currently in the program, team camaraderie, and the number of operative cases performed. The interview day, specifically the opportunity to talk to the residents, was also thought to be important, as was the knowledge that the applicant would likely be ranked by the program.

Conclusions. Applicants for neurosurgical training choose a program for reasons similar to those given by applicants to other specialties. Neurosurgery applicants seem marginally more interested in an emphasis on academics and research and slightly less concerned with a program's location, but overall, the differences appear minimal. The interview process is very important, and contact by a representative after the interview also seems significant in applicants' decision making. By recognizing what applicants think is important in choosing a residency, programs can more effectively recruit residents and more efficiently use faculty time and department resources.
(<http://thejns.org/doi/abs/10.3171/2013.7.JNS13290>)

Key Words • neurosurgery resident • neurosurgery program • program selection

The choice of a training program is one of the most important decisions a physician will make. Despite the significance of the choice, relatively little is known about how students select a residency. The information that is available indicates that the most important drivers of the decision are the satisfaction of the current residents, the perceived quality of the faculty and clinical experience, and the location of the training facility.^{16,18} However, some have suggested that these factors vary with the characteristics of the applicant and the specialty of interest.^{1,14,19,20}

Neurosurgery is a small, competitive specialty. While there is literature that applies to other specialties,^{3,10–12,15,22} there is no information available about program selection that is specific to neurosurgical applicants and, consequently, no way to know whether their motivations differ from those applying in other fields. By better understanding how applicants rank neurosurgery programs, it may be possible to increase the efficiency of the match, help

programs successfully tailor the interview experience, and ultimately, increase the success of the trainees.

Methods

An electronic survey was developed using Survey Monkey. The survey included 23 multiple-choice and 9 open-ended questions. The first question was structured to define the relative importance of 25 listed factors in determining how applicants rank residency programs. The 25 factors reflected discussions with applicants and a review of the available literature. Participants were asked to choose which factors were “most important,” “important,” “slightly important,” “least important,” or “not important” in selecting a program. The choices were then

This article contains some figures that are displayed in color online but in black-and-white in the print edition.

COVID-19 and 2021 Neurosurgery Match

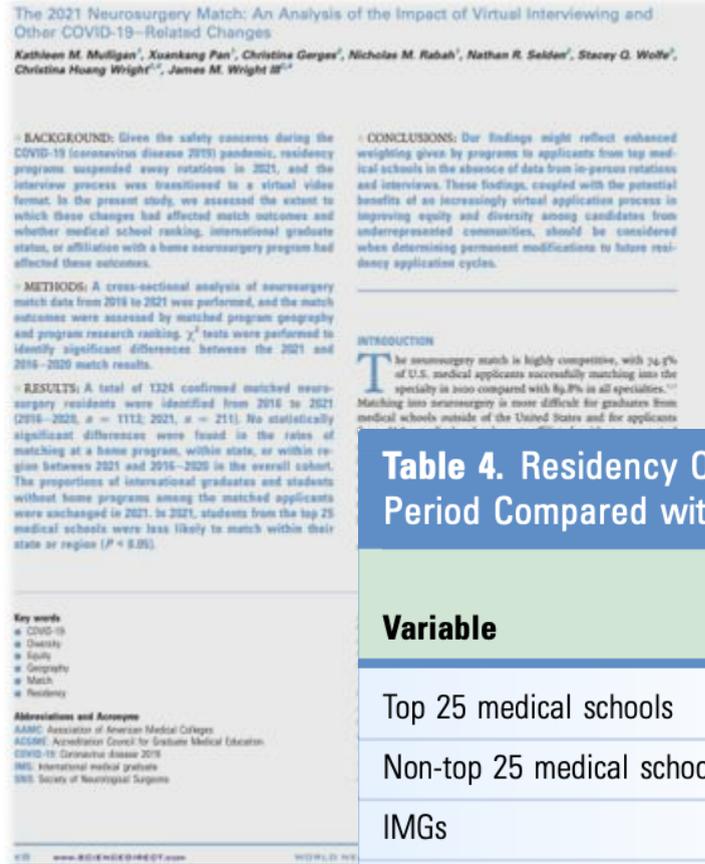


Table 1. Geographic Comparison of Matching Outcomes Between 2021 and 2016–2020

| Variable | 2021 (%) | 2016–2020 (%) | P Value |
|------------------------|----------|---------------|---------|
| Overall | | | |
| Home program | 19.34 | 19.78 | 0.943 |
| Same state | 23.58 | 27.00 | 0.353 |
| Same region | 42.45 | 49.19 | 0.107 |
| Top 25 medical schools | | | |
| Home program | 19.40 | 31.70 | 0.06 |
| Same state | 23.90 | 37.30 | 0.0499* |
| Same region | 32.80 | 50.70 | 0.013* |

Table 4. Residency Outcome Comparison of Applicants Matching at Top 25 Ranked Neurosurgery Residency Programs in 2016–2020 Period Compared with 2020

| Variable | 2016–2020 Matched at Top 25 Residency Programs (%) | 2021 Matched at Top 25 Residency Programs (%) | P Value |
|----------------------------|--|---|---------|
| Top 25 medical schools | 65.16 | 66.18 | 0.985 |
| Non-top 25 medical schools | 21.77 | 20.98 | 0.92 |
| IMGs | 26.00 | 40.00 | 0.444 |
| No home program | 23.73 | 23.07 | 1.000 |

IMGs, international medical graduates.

ChatGPT



Examples

"Explain quantum computing in simple terms" →

"Got any creative ideas for a 10 year old's birthday?" →

"How do I make an HTTP request in Javascript?" →



Capabilities

Remembers what user said earlier in the conversation

Allows user to provide follow-up corrections

Trained to decline inappropriate requests



Limitations

May occasionally generate incorrect information

May occasionally produce harmful instructions or biased content

Limited knowledge of world and events after 2021

Send a message.



Free Research Preview. ChatGPT may produce inaccurate information about people, places, or facts. [ChatGPT May 12 Version](#)

MacBook Pro

Was/Is it a Perfect Match?

- The priorities of neurosurgical applicants and program directors are fundamentally different during the match process.
- As a field, are we appropriately evaluating the “fitness” of residents trained?
- Should post-graduates evaluate their program “fitness”?
- As CDI becomes a component of the residency training and recruitment efforts, qualitative studies as above can ensure that CDI is not merely a metric, but a quantifiable measure of impact.

My Experience



References

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Thank You!

Questions?



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