

MEETING LCME ELEMENT 11.2: CAREER ADVISING

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LCME Element 11.2 (Career Advising) focuses on having an effective career advising system that integrates faculty, clerkship directors, and student affairs staff. A structured approach is required to counsel, mentor, and assist students with residency applications.

DESIGN AN EFFECTIVE CAREER ADVISING PROGRAM THAT SPANS ALL 4 YEARS OF MEDICAL SCHOOL

Step 1

Begin Early

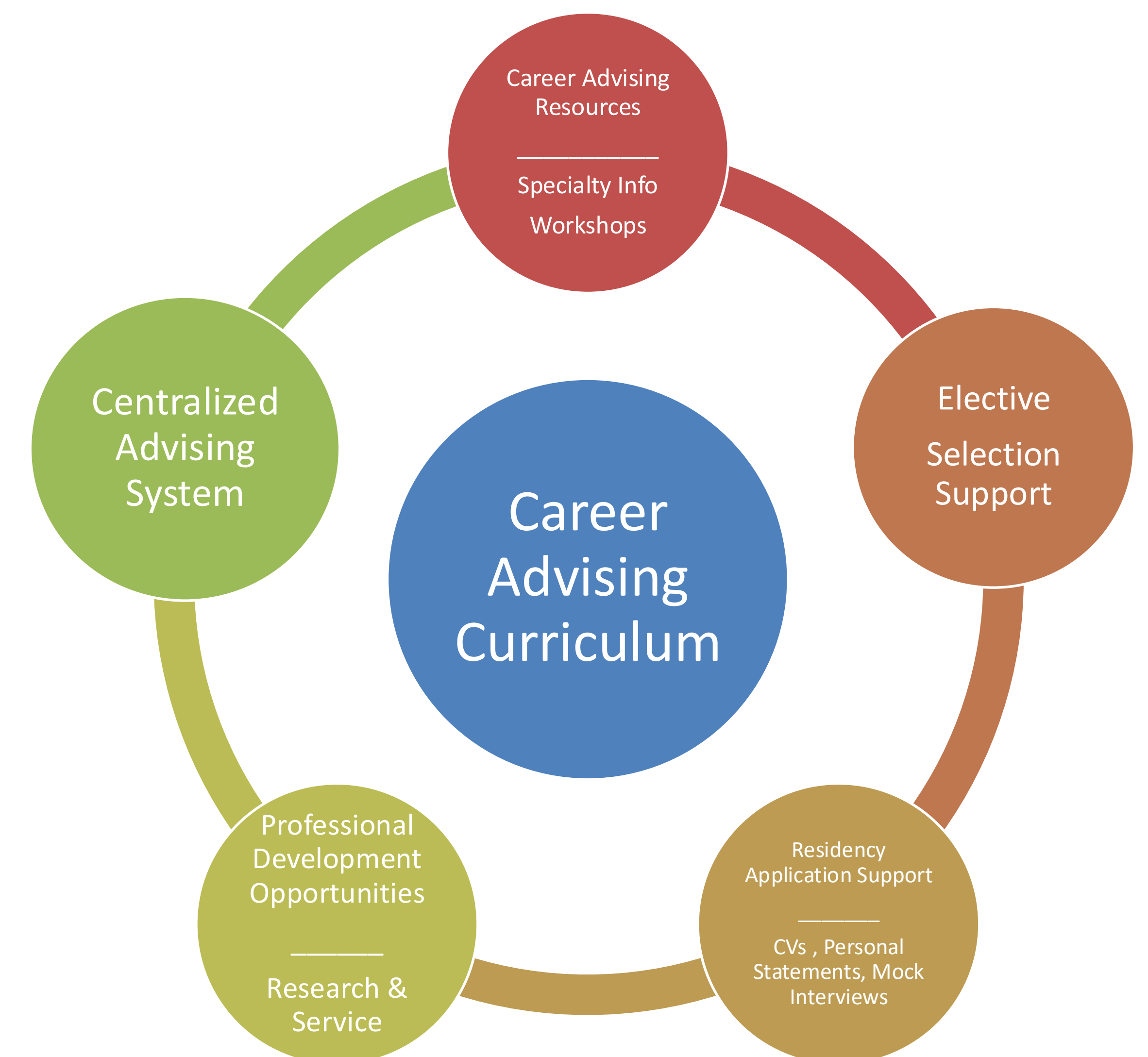
Implement career advising early to provide adequate time for students to evaluate specialties and residency options

Provide Comprehensive Services

- Career Advising Resources
- Professional Development Opportunities
 - Elective Selection Support
 - Residency Application Support

Leverage technology

- Centralize Advising Data
- Track Advising Metrics
- Utilize AAMC Data including Careers in Medicine (CiM) user reports and Medical School Graduation Questionnaire (GQ) results



RECRUIT AND TRAIN GENERAL AND SPECIALTY CAREER ADVISORS FOR THEIR SPECIFIC ROLE IN THE CAREER ADVISING SYSTEM

Integrate Key Stakeholders: Ensure a collaborative, approach involving faculty advisors, student affairs staff, and clerkship directors to support students in choosing electives and career paths.

Defined Roles: Clearly define the roles of career advisors, specialty mentors, and career counselors, ensuring they are distinct from, yet complementary to, each other.

Develop a "Mentoring System": Pair students with faculty mentors who are not directly involved in their formal academic assessment to allow for candid career discussions. Include Peer mentors for assistance with acclimation to medical school, elective selection and resource identification.

Step 2



USE DATA FOR CONTINUOUS QUALITY IMPROVEMENT OF THE CAREER ADVISING PROGRAM

Step 3

Continuous Evaluation: Regularly evaluate the effectiveness of the career advising system by collecting student feedback.

Address Areas for Improvement: Based on student feedback, update career advising policies and procedures to address any gaps.

Provide Evidence: In your DCI, explicitly describe how career advising services are delivered, who provides them, and how they are monitored for effectiveness.

Cohesive Reporting: Ensure that all information regarding career advising is consistent throughout the DCI and other self-study documents.

