



School of Medicine

University of Missouri Health



Integrated Residency: an Avenue for Recruiting and Retaining Medical Students

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What is the Integrated Residency?

- In 1992, the Department of Family & Community Medicine at the University of Missouri created the 4-year Integrated Residency Program
 - MU remains accredited as a traditional 3-year program
- Goal of recruiting outstanding M3 students to stay at MU
- Enable better use of M4 year
- MU places Integrated Residents at the top of the NRMP Rank List
- Since inception, 2 to 7 IR accepted per year



What is the Integrated Residency?

Pipeline into a residency that benefits both the M4 student and the residency of choice

Provides M4 rotations with increased responsibility

Opportunity to fully integrate as a resident in a department they plan to match into

Does not shorten the duration of residency training**

Successful completion will earn a scholarship for the student at the end of the Integrated residency



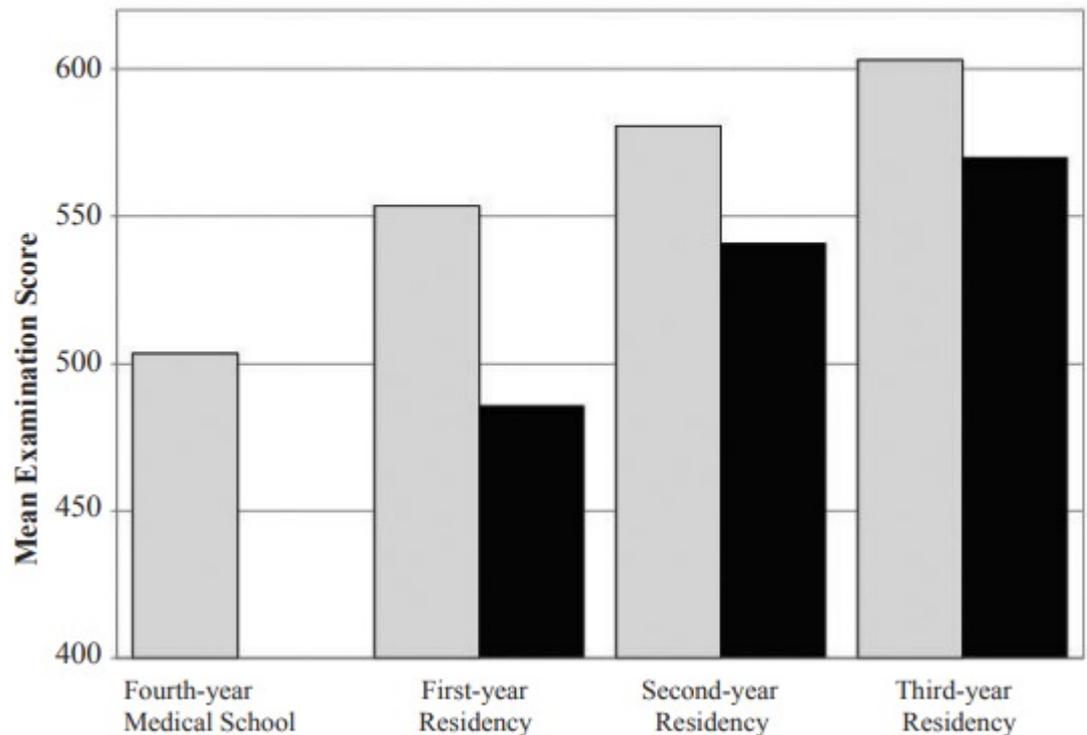
Integrated Residencies Work!

Benefits of Integrated residency:

- Higher in-training exam scores →
- More likely to become Chief Resident (almost 50% of IR)
- Lower attrition from residency program (only 1 has left the MU program in over 20 years)

Figure 1

In-training Examination Scores, University of Missouri Residency Classes Graduating 1996–2010



Integrated Resident Selection Process

- Students selected through competitive application process
 - Common application, CV, personal statement
 - Letters of Recommendation
 - Interview with residency panel
- Is separate from the match process (this is **NOT** a Match)
 - Students still apply through ERAS and NRMP
- Is **NOT** legally binding—It's a gentleman's/woman's agreement
 - Only a match through the NRMP is legally binding



Expected Experiences and Curriculum

All IRs participate in 1-3 elective courses as part of their program criteria → focus on rural FM training and rural electives

Concentrated year of combined medical student and residency experiences → participate in scholarship and QI, didactics

Introduction to the department as traditionally experienced by first-year residents → attend orientation, retreats, social events

Exposure to clinic → grow a patient panel

Exposure to research in field of Family Medicine → Research or EBM credit available



Both Parties Benefit

- The department gets early commitment from typically “Rockstar” or “Rock-solid” applicants!
 - Retaining the cream of the crop
 - Known entity, not a gamble
 - Fewer applicants to interview later
 - Less faculty time
 - Lower meal/lodging expenses
- Integrated Residents get benefits of early acceptance
 - Life planning—family, housing, moving all known
 - Savings—scholarship \$, no travel for interviews
 - Mentorship—from faculty, co-residents, and IRs
 - Scholarship/Leadership—increased responsibilities/exposure as M4 → higher functioning resident → typically excel in residency → more likely to be a chief
 - Time to learn how to navigate the system more efficiently



Is This Even Legal?!

In 2017-2018 there was an investigation by the NRMP based on a report of an alleged Match violation.

Finding: There was NOT a Match violation

Section 6.0 prohibits a program and applicant from making any verbal or written contract for appointment to a concurrent year position prior to the release of the List of Unfilled Programs at the conclusion of the Main Residency Match



Important Details/Perils

- The scholarship is a 50/50 match
 - \$12,059 from the Department and \$12,059 from the Dean's Office (total dollar amount equal to 50% of tuition/fees for 1 year)
 - Bothwell RTT program approved for Dean's Office funding
- The scholarship is only given **after** successful completion of the integrated residency M4 requirements
- A student *can* participate in the integrated residency and match into another program...although that is possible, it is extremely uncommon
- There is no legal/binding contract between the program and the student until the NRMP match is complete
 - Only a match through the NRMP is legal and binding



MU Family Medicine IR Timeline

- **September/October**
 - Host Dinner for M3-M4s interested in FM
 - Interview tips, meet with Current FM residents, advertise IR Program
- **Rank Day Lunch (February)**
 - Faculty/Previous Integrated Residents host informational lunch during Rank Day providing insight, guidelines, application tips, expectations, benefits, do rotations matter etc.
- **Application Deadline (Early April)**
 - General Application, Personal Statement, 3 LOR-1 must be FM
- **Interviews (Late April, Early May)**
 - Group setting—PD, APDs, Chief Resident interview candidates individually
- **Acceptance (Deferring) Phone Calls**
 - Called by PD after all Core Clerkships have been completed



Our Integrated Resident Selection

- Passion to become a family physician
- Commitment to training at Bothwell-University of Missouri RTT
- Desire to practice in Missouri (or at least a rural location)
- No professionalism issues
- Not currently on academic probation
 - If remediation has previously occurred, must provide explanation
- Good “gut” feeling based on previous interactions



Rural Integrated Residency

- The Integrated Residency can be another form of a Rural Pipeline
 - Students & residents who train in rural areas are more likely to return or remain in rural practice
 - More time spent rural = better return rate
 - IR spend additional rural time in M4 year through continuity clinics and RTT-based rotations
 - IR develop mentor relationships at the RTT site
- Bothwell-University of Missouri FM RTT was not successful in recruiting an IR for 2022-2023.
 - Lack of: Prep, previous IRs to validate, exposure to faculty/facility (2/2 COVID).
 - New Program, new LINC site,



FAQs

- Can a student apply to be an IR even though they went to a different medical school?
 - No. Integrated Residents are only taken from within the University of Missouri SOM to Residencies within the University of Missouri
- If I am not accepted into the IR program, will it hurt my chance of acceptance through the regular Match?
 - No! IR positions are very competitive and the residency has financial constraints. If you are still interested, but didn't get a position please apply again through the regular Match! If you are concerned about weak spots in your application, please reach out so we can help remedy them.
- If I don't apply to the IR program, will I be considered for the regular Match?
 - Yes! We know that early commitment isn't for everyone. A student may want to do away rotations or consider other programs before making their decision to commit—we fully respect and encourage that!



Questions?

General Application p. 1-2

UNIVERSITY OF MISSOURI-COLUMBIA
SCHOOL OF MEDICINE
INTEGRATED RESIDENCY APPLICATION
AY 2021-2022

PROGRAM APPLYING TO

GENERAL INFORMATION

Name: _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

Phone Number: _____ Pager Number: _____

Email Address: _____

UNDERGRADUATE EDUCATION

Institution _____ Location _____

Major _____

Degree expected or earned _____

Dates of Attendance:
From: Month _____ Year _____
To: Month _____ Year _____

GRADUATE EDUCATION

Institution _____

Location _____ Major _____

Degree expected or earned _____

Dates of Attendance:
From: Month _____ Year _____
To: Month _____ Year _____

MEDICAL EDUCATION

Institution _____

Location _____

Degree _____ Degree Month _____ Degree Year _____

Dates of Attendance:
From: Month _____ Year _____
To: Month _____ Year _____

Clinical Rotations completed to date _____

Clinical Rotations to be completed by July 1, 2021 _____

WORK EXPERIENCE(S)

(1)
Organization _____

Position _____

Description _____

Reason for Leaving _____

Dates of Employment:
From: Month _____ Year _____
To: Month _____ Year _____

(2)
Organization _____

Position _____

Description _____

Reason for Leaving _____

Dates of Employment:
From: Month _____ Year _____
To: Month _____ Year _____

General Application p. 3-4

WORK EXPERIENCE(S) (CONTINUED)

(3)
Organization _____
Position _____
Description _____
Reason for Leaving _____
Dates of Employment:
From: Month _____ Year _____
To: Month _____ Year _____

VOLUNTEER EXPERIENCE(S)

(1)
Organization _____
Position _____
Description _____
Dates of Experience:
From: Month _____ Year _____
To: Month _____ Year _____
(2)
Organization _____
Position _____
Description _____
Dates of Experience:
From: Month _____ Year _____
To: Month _____ Year _____
(3)
Organization _____
Position _____
Description _____
Dates of Experience:
From: Month _____ Year _____
To: Month _____ Year _____

RESEARCH EXPERIENCE(S)

(1)
Organization _____
Position _____
Description _____
Dates of Experience:
From: Month _____ Year _____
To: Month _____ Year _____
(2)
Organization _____
Position _____
Description _____
Dates of Experience:
From: Month _____ Year _____
To: Month _____ Year _____
(3)
Organization _____
Position _____
Description _____
Dates of Experience:
From: Month _____ Year _____
To: Month _____ Year _____

PUBLICATIONS

(1)
Title _____
Authors
Publication _____
Month _____ Year _____ Volume _____ Pages _____

General Application p. 5-6

PUBLICATIONS (CONTINUED)

(2)
Title _____

~~Authors~~ _____

Publication _____

Month _____ Year _____ Volume _____ Pages _____

(3)
Title _____

~~Authors~~ _____

Publication _____

Month _____ Year _____ Volume _____ Pages _____

MEDICAL LICENSURE/EXAMINATIONS

Is there anything in your ~~past history~~ that would limit your ability to be licensed or to receive hospital privileges?

Yes _____ No _____

Reason _____

Any current malpractice case(s) pending? Yes _____ No _____

U.S. Medical Licensure Examination Step 1:

Pass _____ Fail _____ (Please indicate score)

U.S. Medical Licensure Examination Step 2:

Pass _____ Fail _____ (Please indicate score)

PERSONAL STATEMENT

Please attach your personal statement to this application.

OTHER INFORMATION

Are you able to carry out the responsibilities of a resident in the specialties and at the specific training program which you are applying including the functional requirements, cognitive requirements, interpersonal and communication requirements, and attendance requirements with or without reasonable accommodation?

Yes _____ No _____ No Response _____

Limiting Aspects _____

~~Was your medical education interrupted?~~

Yes _____ No _____

Reason _____

Medical School Honors/Awards _____

Organizational Memberships/Offices Held _____

Language Fluency (Other than English) _____

Hobbies and Interests _____

Other Accomplishments _____

I certify that the above statements are correct.

Applicant Signature _____ Date _____

References

- Quinn KJ, Kane KY, Stevermer JJ, Webb WD, Porter JL, Williamson HA Jr, Hosokawa MC. Influencing residency choice and practice location through a longitudinal rural pipeline program. *Acad Med*. 2011 Nov;86(11):1397-406. doi: 10.1097/ACM.0b013e318230653f. PMID: 21952065.
- Kane KY, Quinn KJ, Stevermer JJ, Porter JL, Webb WD, Williamson HA Jr, Burdin J. Summer in the country: changes in medical students' perceptions following an innovative rural community experience. *Acad Med*. 2013 Aug;88(8):1157-63. doi: 10.1097/ACM.0b013e318299fb5d. PMID: 23807101.
- Course Catalog. University of Missouri School of Medicine. <https://ome.som.missouri.edu/SRC/Modules/Site/IntegratedResidencyInformation.aspx>
- Eley D, Baker P. Does recruitment lead to retention? Rural Clinical School training experiences and subsequent intern choices. *Rural Remote Health*. 2006 Jan-Mar;6(1):511. Epub 2006 Feb 3. PMID: 19469660.
- Holst J. Increasing Rural Recruitment and Retention through Rural Exposure during Undergraduate Training: An Integrative Review. *Int J Environ Res Public Health*. 2020;17(17):6423. Published 2020 Sep 3. doi:10.3390/ijerph17176423

