Recruiting Residents to New RTTs: The Colorado Experience and Beyond

Kim Marvel, Ph.D. (Moderator)
Duane Brandau, D.O., Ph.D.
Mark Deutchman, M.D.
Emillia Lloyd, M.D.
David Smith, M.D.
Colorado RTT Sites

- Greeley
- Sterling
- Wray
- Fort Morgan
- University of CO
- Pueblo
- Alamosa

Core Residency Program
Rural Training Track
- Current
- Developing
If We Build Them, Will They Come?

The challenge of recruiting high-quality medical students to new RTTs
Recruiting Strategies
Southern Colorado FM Residency

Getting the word out
  • Brochure, Website
  • Presentations to students at regional medical schools
  • Use state residency network

Coordination with rural site
  • Collaborative planning
  • Coordinating interviews between core program and rural site

Incentives, such as housing stipend

Student rotations

Curriculum planning
  • Defining a clear vision of curricular goals
  • Specialist involvement in teaching
Recruiting Strategies
North Colorado FM Residency

Getting the word out (brochures, presentations)
Logistics of interview day
Involvement with medical schools
  • Meetings with rural track students
  • FMIG presentations
  • Student rotations
Challenge of recruiting for two RTTs
Recruiting Strategies
Pipeline with Medical Schools
Rocky Vista University COM

- RVUCOM Rural Honors Track
- On campus meetings with the RTT Programs with 1st, 2nd, and 3rd year students
- Preferred placement of third year rural track students at RTT programs
- Third and fourth year rural clinical rotation experiences
Recruiting Strategies
Pipeline with Medical Schools
University of Colorado SOM

Host residency and RTT need to have direct involvement with medical students:

• Take part in FMIG and rural student activities
• Offer social events
• Offer individual mentorship to students
• Offer involvement in research projects
• Serve as preceptor for M-1 and M-2 courses
• Invite students to do clerkships at residency & RTT
Recruiting Residents to New and Existing RTTs

Other ideas?