

Frequently Asked Questions:

Incoming Resident Focused Questions

Frequently asked questions for incoming residents and their faculty mentors/advisors

1	What is the AAIM UME-GME Transition Individualized Learning Plan (ILP)?	The ILP is a brief form that is completed by incoming residents with their faculty mentor/advisor to <i>help bridge the UME to GME transition</i> .
2	What is the purpose of the ILP?	<p>The goal of the ILP is to help incoming residents continue their professional development from the UME to the GME settings, with a focus on academic growth and professional identity formation.</p> <p>Additionally, it helps incoming residents engage in self-directed learning.</p>
3	Who completes the ILP?	<p>The ILP is completed by the incoming resident, with the support of a trusted medical school faculty mentor/advisor.</p> <p>In preparing the ILP, it is recommended that they reflect on prior evaluations as well as prior feedback received.</p>
4	When is the ILP completed?	The ILP is completed <i>after</i> the student has matched into residency.
5	How will I know if the residency program that I am joining participates in the ILP?	<p>All Internal Medicine residency programs are encouraged to participate in the ILP process, as this is a tool to help learners bridge the UME to GME transition.</p> <p>Residency programs that participate in the ILP process will reach out to their incoming residents to request the completion of an ILP.</p>

6	Who should support incoming residents in completing their ILP?	We encourage incoming residents to complete their ILP with the support and guidance from a trusted faculty mentor/advisor. This may be their assigned mentor/advisor at their medical school or another faculty mentor/advisor who is familiar with their work.
7	<p>What if I do not have an assigned medical school faculty mentor/advisor who can help me complete my ILP?</p> <p>The AAIM Individualized Learning Plan Work Group acknowledges that this may apply to many incoming residents.</p>	<p>Incoming residents can choose a faculty member who is familiar with their work, even if they are not a formally assigned mentor/advisor.</p> <p>If necessary, incoming residents can complete the ILP on their own.</p>
8	When do residency programs receive my ILP?	<p>Since ILPs are sent out by the residency program that incoming residents have matched into, programs will only receive completed ILPs <i>after</i> the match is completed and finalized.</p> <p>(Each residency program will specify when it is due.)</p>
9	Who has access to my ILP once residency programs receive it?	Residency leaders, including the Residency Program Director, and possibly Associate/Assistant Program Directors (APDs), Chief Residents, and Program Administrators/Coordinators may have access to incoming residents' completed ILP.
10	Will residency programs think that I am underperforming if I share areas that I need to grow in?	<p>We anticipate that all incoming residents will have areas of required support and improvement!</p> <p>We, therefore, encourage honesty in completing the ILPs so that residency programs can provide as much support as possible for their incoming residents.</p>
11	If I am underperforming in certain areas, could this impact my ability to start residency?	No. The ILP is not punitive and will not impact your ability to start residency on time.

12	What if there are individual circumstances, such as a lapse/break in my training?	Incoming residents should note any lapses in training and reflect on their most recent and current experiences.
13	What is the responsibility of faculty mentors/advisors completing the ILP?	<p>Faculty mentors/advisors who are asked to assist incoming residents with the completion of an ILP have an advisory role, helping the learner to reflect on what they should include in the ILP.</p> <p>It is the responsibility of the incoming resident to complete the ILP.</p>
14	What do residency programs do with the ILP once they receive it, and how does the ILP support my individual growth?	<p>Incoming residents' ILP may be used to help guide their growth during residency. This may include the assignment of specific mentors, adjustment of clinical schedules, work with coaches, etc.</p> <p>ILPs of incoming residents may also be used to design orientation schedules, as well as in the implementation of curricular elements at a program-wide level.</p>