



COUNCIL OF RESIDENCY DIRECTORS IN EMERGENCY MEDICINE

Council of Residency Directors in Emergency Medicine Application Process Improvement Committee Recommendations for the 2021- 2022 Residency Application Cycle

Approved by the CORD Board of Directors

Released September 9, 2021

The Coalition for Physician Accountability (COPA) recently released [preliminary recommendations](#) surrounding the residency application process and the transition from undergraduate to graduate medical education as well as recommendations for the [2021-2022 residency interview season](#).^{1,2} In response to these recommendations, the Council of Residency Directors in Emergency Medicine (CORD EM) Application Process Improvement Committee (APIC) suggest that emergency medicine programs adopt the following guidelines:

- Programs should **prominently disclose** on their website and other relevant mediums when (date and time) they will release interviews.
- Programs should plan for **virtual interviews for all applicants**, including local students in accordance with COPA guidelines.
 - *Opportunities for in person second looks will be explored with further guidance at a later date.*
- Programs should **limit interview invitations to the number of interview slots available**.
- Programs should allow a **minimum of 72 hours** after interview invitation for an applicant to accept or decline, prior to releasing the interview slot to another candidate (unless that invitation is offered to a candidate to fill an unplanned vacancy, in which the Program should make the new response deadline clear).
- Programs should attempt to send all offers after **6 pm (EST)** to minimize interruption to education/patient care during daytime hours (unless that invitation is time sensitive and offered to a candidate to fill an unplanned vacancy).
- Programs should release **final status** to applicants (interview, reject, waitlist) no later than **December 17, 2021**.
 - *This date is based on the military match date of December 8, 2021, which is subject to change³*

CORD EM APIC requests that emergency medicine residency applicants adopt the following guidelines:

- **Prior to submitting applications, applicants should meet with an experienced emergency medicine advisor** to determine their individual needs and get expert recommendations. If an applicant does not have access to an experienced emergency medicine advisor, the applicant may request one through the CORD Advising Students Committee in EM (ASC-EM) distance advising program (distanceadvising@cordjobboard.com).

- Applicants should limit **total applications to no more than 20-50 programs**.^{4,5}
 - *While recommendations regarding the number of applications to submit is nuanced based on applicants' competitiveness and other factors, there is a point of diminishing returns where additional residency applications do not increase the likelihood of entry into residency. This differs based on board scores and applicant type (MD, DO, IMG). Refer to the AAMC [Apply Smart: Data to Consider When Applying to Residency](#) for further guidance.*
- Applicants should **limit total interviews to no more than 10-16 programs**.
 - *2020 NRMP Charting Outcomes in the Match suggests that the probability of matching into emergency medicine approaches 0.95 around 10 contiguous ranks and 1.00 around 16 contiguous ranks for US MD, DO and IMG applicants.*^{6,7,8}
- Applicants **should not schedule unwanted interviews or** cancel interviews at the last minute.
- If an applicant must **cancel an interview, it should be done** as early as possible, but **no less than 2 weeks** prior to the interview date.

References

1. Coalition for Physician Accountability. Initial Summary Report and Preliminary Recommendations of the Undergraduate Medical Education to Graduate Medical Education Review Committee (UGRC). April 2021. Accessed September 9, 2021: [UGRC-Initial-Summary-Report-and-Preliminary-Recommendations-1.pdf \(physicianaccountability.org\)](#)
2. Coalition for Physician Accountability. Recommendations on 2021-22 Residency Season Interviewing for Medical Education Institutions Considering Applicants from LCME-Accredited, U.S. Osteopathic, and Non-U.S. Medical Schools. August 2021. Accessed September 9, 2021: https://acgme.org/Portals/0/PDFs/Virtual%20Rec_COVID%20Only_Final3.pdf
3. The Armed Forces Health Professions Scholarship Program for Physicians. February 2021. Accessed June 30, 2021: <https://www.aamc.org/media/54446/download>
4. Jarou Z, Hillman EA, Kellogg A, Lutfy-Clayton C, Pelletier-Bui A, Shandro J. [EMRA and CORD Student Advising Guide: An Evidence-Based Approach to Matching in EM](#). Irving, TX: Emergency Medicine Residents' Association; 2019.
5. Association of American Medical Colleges. [Apply Smart: Data to Consider When Applying to Residency](#). Accessed June 30, 2021: <https://students-residents.aamc.org/apply-smart-residency/apply-smart-data-consider-when-applying-residency>.
6. National Resident Matching Program. Charting outcomes in the match: Senior students of U.S. MD Medical Schools. July 2020. Accessed June 17, 2020. [SAP Crystal Reports - \(kinstacdn.com\)](#)
7. National Resident Matching Program. Charting outcomes in the match: Senior students of U.S. DO Medical Schools. July 2020. Accessed June 17, 2020. [SAP Crystal Reports - \(kinstacdn.com\)](#)
8. National Resident Matching Program. Charting outcomes in the match: International medical graduates. July 2020. Accessed June 17, 2020. [SAP Crystal Reports - \(kinstacdn.com\)](#)