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.\textsuperscript{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 change\textsuperscript{3}

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.\(^4,5\)
  o 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](https://students-residents.aamc.org/apply-smart-residency/apply-smart-data-consider-when-applying-residency) for further guidance.

• Applicants should limit total interviews to no more than 10-16 programs.
  o 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