

Council of Residency Directors in Emergency Medicine
Application Process Improvement Committee Best Practices for the 2022-2023
Residency Application Cycle

Approved by the CORD Board of Directors

Released August 12th, 2022

The Association of American Medical Colleges (AAMC) recently released updated [recommendations](#) surrounding the residency application process for the 2022-2023 application cycle.¹ In response to these recommendations and those issued by the [Coalition for Physician Accountability \(CoPA\) UME-to-GME Review Committee](#) calling for virtual interviews as a potential permanent means for residency interviewing,² the Council of Residency Directors in Emergency Medicine (CORD EM) Application Process Improvement Committee (APIC) recommends that emergency medicine program directors adopt the following guidelines:

- Programs should conduct **virtual interviews for all applicants**, including local applicants, for the 2022-2023 interview season
 - Hybrid interviewing (the use of both in person and virtual formats for the formal interview day) is **highly discouraged** as it may place applicants who choose virtual over in-person interviews at risk.¹ If a program chooses to perform in-person interviews, all interviews should be conducted in this manner and **not a combination of the two formats**
 - **If a program allows in-person second looks, they should** make an effort to minimize bias against applicants who do not have the ability to perform in-person second looks.
- Programs should **prominently share their interview plans and plans for in-person second looks on their websites and other relevant media as early as possible**, including but not limited to:
 - The date initial interview offers will be released
 - The date after which in person second looks may occur
 - A statement addressing which CORD APIC recommendations the program will/will not be endorsing for this residency application cycle, including:
 - Participation in preference signaling
 - If adhering to the second look statement above, please specifically state when the program rank list will be submitted and when second looks will begin.
- Programs **should prepare for interviews** by reviewing resources on **anti-bias practices, best practices in creating and implementing virtual interviews, and creating tools for recruiting in a virtual environment.**
 - According to the [2021 National Resident Matching Program Applicant and Program Director Research Brief](#), more than 50% of applicants in the 2020-21 cycle reported that learning about a program's culture was moderately or very difficult from web-based materials. Developing virtual resources (e.g., virtual open houses, presentations about the city, etc.) for applicants could improve their perception of prospective training programs.⁸

- Programs should **limit interview invitations to the number of interview slots available**
- Programs should allow a **minimum of 72 hrs** after interview invitation for an applicant to accept or decline prior to releasing the interview slot to another candidate
- Programs should send all offers **after 6 pm (EST)** to minimize interruption to education/patient care during daytime hours
- Programs should release **final status** to applicants (interview, reject, waitlist) no later than **December 19th, 2022**
 - *This decision is based on a military match date of December 14, 2022*

CORD APIC continues to request that emergency medicine residency applicants adopt the following guidelines:

- Prior to submitting applications, each applicant should meet with an experienced emergency medicine advisor to determine their individual needs and recommendations. If an applicant does not have access to an experienced emergency medicine advisor, the applicant can request one through the CORD Advising Students Committee in EM (ASC-EM) distance advising program (**distanceadvising@cordjobboard.com**).
- While recommendations regarding the number of applications to submit is nuanced and based on applicants' competitiveness and other factors, applicants should limit **total applications to no more than 20-50**.^{3,4}
 - *There is a point of diminishing returns where additional residency applications do not increase the likelihood of entry into residency. This point 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.*^{5,6,7}
- Applicants should **cancel interviews** they do not plan to attend as early as possible, but **no less than 2 weeks** prior to the interview date

References

1. Association of American Medical Colleges. AAMC Interview Guidance of the 2022-2023 Residency Cycle. May 2022. Accessed June 15, 2022. <https://www.aamc.org/what-we-do/mission-areas/medical-education/aamc-interview-guidance-2022-2023-residency-cycle>
2. The Coalition for Physician Accountability's Undergraduate Medical Education to Graduate Medical Education Review Committee (UGRC). Recommendations for Comprehensive Improvement of the UME-GME Transition. August 2021. Accessed June 15, 2022. <https://physicianaccountability.org/ume-gme/>
3. 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.
4. 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>.
5. 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 - \(kinstacdn.com\)](#)
6. 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 - \(kinstacdn.com\)](#)
7. National Resident Matching Program. Charting outcomes in the match: International medical graduates. July 2020. Accessed June 17, 2020. [SAP Crystal Reports - \(kinstacdn.com\)](#)
8. *2021 APPLICANT AND PROGRAM DIRECTOR survey findings: Impact of ... - NRMP*. 2021 APPLICANT AND PROGRAM DIRECTOR SURVEY FINDINGS: IMPACT OF THE VIRTUAL EXPERIENCE ON THE TRANSITION TO RESIDENCY. (n.d.). Retrieved July 19, 2022, from <https://www.nrmp.org/wp-content/uploads/2021/08/Research-Brief-Virtual-Experience-2021-FINAL.pdf>