

Post Interview Communication

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2020 Main Residency Match Participation Agreement for Applicants and Programs

6.2 Restrictions on Persuasion

- Both applicants and programs shall not solicit verbal or written statements implying a commitment
- Applicants shall at all times be free to keep confidential their ranking preferences and the names or identities of programs to which they have or may apply
- It is a breach of the NRMP Agreement if
 - A program asks applicants information about programs to which they applied
 - A program asks applicants to reveal ranking preferences

Match Communication Code of Conduct <http://www.nrmp.org/communication-code-of-conduct/>

- Program directors shall assume responsibility for the actions of the entire interview team
- Program directors shall not require applicants to do second interviews or visits and use that to determine applicant placement on a rank order list
- Program directors shall not solicit or require post-interview communication from applicants, nor shall program directors engage in post-interview communication that is disingenuous for the purpose of influencing applicants' ranking preferences

Quick Summary of Key EM Articles on Post-Interview Communication

Emergency medicine residency applicant perceptions of unethical recruiting practices and illegal questioning in the match. Acad Emerg Med 2009;16:550-557

- 6.6% reported matching at an EM program residing lower in preference on his or her rank order list than at least one other program that had informed the applicant that he or she was ranked to match
- Applicants were 11 times more likely to lower a program than raise it based on perceived illegal questioning

Emergency medicine residency applicants' perceptions about being contacted after interview day. West J Emerg Med 2010;11(5):474-478

- 89% applicants reported being contacted by programs (91% - email, 67% - mail, 55% - phone)
- 51% applicants reported that being contacted changed the order of their rank list
- 80% of contacted & 73% of not contact applicants believed that it is appropriate for programs to contact applicants after interview

Emergency medicine residency director perceptions of the resident selection process. Acad Emerg Med 2000;7(10):1170-1171.

- Study done in 2000 with 98 out of 120 program directors responding

- Applicants who interview in more than one specialty are viewed negatively by PDs
- 47% of PDs told applicants to keep in touch if interested in the program
- 88% of PDs did not believe an applicant's intent to rank their program high
- 75% of PDs said communication to rank program high did not affect rank list

Data from 2020 Survey of Emergency Medicine Program Directors on Post-Interview Communication

- Please come to the lecture to see the data and take part in the discussion!

References:

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