



## Recommendations for Emergency Medicine Recruitment Season 2022-2023

Dear CORD Collective,

Over the past several months we, your Board of Directors, have been involved with ongoing conversations about the upcoming recruitment season format. Clearly this is an issue of utmost importance that affects us all.

It is our goal to promote the balance that exists between program autonomy, student access to programs, and advocacy for the wellbeing of our members by providing guidance regarding the 2022-23 recruitment season. Recognizing the diversity of opinions and needs as well as the potential for unanticipated challenges with COVID, we have intentionally structured these as recommendations rather than requirements.

We are grateful for your participation, feedback, and the wide range of preferences that you shared in the survey. The data we gathered from our membership (124 responses) indicates majority support (70%) for one singular format but there is mixed support for each format, 29.8% support in person interviews, 25.8% support virtual, and 40.3% support a hybrid of virtual interviews with in person second looks.

It is safe to say the issues surrounding the upcoming interview season are unpredictable and will most likely change over the next few months, specifically as they relate to COVID-19. This might require a pivot or course correction for your program or institution, and we want to advocate for the safest, most equitable, and cost effective strategy. It is interesting to note how our educational lives in program Leadership can mirror our clinical life at times. We often plan for the best but know we must also prepare for alternate challenges—and this recruitment season 2022-2023 is no different.

Our goal is to provide guidance and outline some factors to consider as we move together through this next application season. There are variables we cannot control, enforce, or predict. We do not intend to enforce a mandate although recommendations and areas for individual program's thoughtful consideration are below:

**Our recommendation is to utilize a virtual interview format with the opportunity for in-person visits later in the season.**

We recognize that the decision on interview format is an individual one that may be determined by program and institutional factors. We understand that there are some programs who may choose to pursue the format they feel best recognizes their unique circumstances.

We strongly encourage programs to utilize second looks as a means to provide applicants with an opportunity to see the programs' learning environment and not as a gauge for interest in the individual program. If in-person formats are utilized for interviews, we strongly recommend that programs provide a virtual interview option for those applicants who may have financial, time, or curricular constraints.

As programs leaders we ask you reflect on several factors as you determine your interview format and consider not only how the decision affects your program, but also your applicants, and the specialty of EM as a whole:

- Institutional policies and requirements for programs
- Institutional policies that may constrain travel for applicants.



COUNCIL OF RESIDENCY DIRECTORS IN EMERGENCY MEDICINE

- A virtual format may allow easier access to programs for students. It may also mitigate concerns about expense, time, travel inconvenience, and equity. (1,2)
- In-person interviews are a substantial expense for programs and the virtual environment may mitigate financial pressures on programs. (3,4)
- Recent work also highlights the carbon footprint of residency interview travel relative to the virtual interviews. (5,6)
- Applicants find assessing the program environment for diversity, equity, and inclusion considerations and general culture is one of the most difficult aspects of the virtual environment. (1,7) We strongly challenge programs to develop innovative solutions to assure a productive match for both applicant and program.
- The rates of COVID-19 cases locally/regionally may force Programs to adjust interview plans mid-season.

We also anticipate forthcoming guidance from the AAMC, which we will also have to take into consideration as we make individual, institution, and organization decisions. In addition, many specialties, such as OB/gyn and ophthalmology, are developing their own recommendations which may differ significantly from our own. We will endeavor to continue to learn from our member programs as well as from the experiences of other specialties for future years.

As your Board of Directors we are here to advocate for and support your needs, which are currently divided. We do ask that everyone be respectful of others' decisions and mindful of the competing demands and pressures that other programs may face that may not apply to your program.

Proudly serving our members,

Your CORD Board of Directors

1. NRMP, 2021 Applicant And Program Director Survey Findings: Impact Of The Virtual Experience On The Transition To Residency. <https://www.nrmp.org/wp-content/uploads/2021/08/Research-Brief-Virtual-Experience-2021-FINAL.pdf> Accessed 5/11/2022
2. Domingo A, Rdesinski RE, Stenson A, et al. Virtual Residency Interviews: Applicant Perceptions Regarding Virtual Interview Effectiveness, Advantages, and Barriers. *J Grad Med Educ* 1 April 2022; 14 (2):224–228.
3. Blackshaw AM, Watson SC, Bush JS. The Cost and Burden of the Residency Match in Emergency Medicine. *West J Emerg Med.* 2017;18(1):169-173.
4. Van Dermark JT, Wald DA, Corker JR, Reid DG. Financial Implications of the Emergency Medicine Interview Process. *AEM Educ Train.* 2017;1(1):60-69.
5. Bernstein, Dan MA1; Beshar, Isabel MPhil2 The Carbon Footprint of Residency Interviews, *Acad Med.* 2021; 96(7): 932.
6. Donahue LM, Morgan HK, Peterson WJ, Williams JA. The Carbon Footprint of Residency Interview Travel. *J Grad Med Educ.* 2021;13(1):89-94.
7. Freeman CD, Guissé NF, Ceasar DR, et al. Reflections From Underrepresented in Medicine Applicants on the 2020 Virtual Interview Season. *J Grad Med Educ* 1 April 2022; 14 (2): 155–157.