County Programs Community of Practice
Emergency Medicine In-Person Second Look Consensus
2022-23 Residency Application Cycle

The CORD County Programs Community of Practice is proposing the following guidelines regarding in-person second look events for the 2022-23 recruitment season. Similar to the Unified Interview Release date, programs may voluntarily opt-in to adhering to the following guidelines, in addition to the already released Application Process Improvement Committee Best Practices.

Programs do not need to identify as "County" to participate.

To ensure that in-person second look events be non-evaluative and not have any impact on applicants position on the rank order list,

- In person second look events will not occur prior to a program's finalization of a their rank order list
    - No in-person contact between program representatives (leadership, residents, faculty, coordinators) and applicants should occur prior to a program's finalization of their rank order list
        - In-person rotating students are an exception to the above rule, though we encourage programs to offer virtual interviews, even for rotating students, in compliance with the APIC guidelines above
    - Finalization of rank list should occur following completion of all virtual interviews and after the individual programs rank processes are complete (rank meeting, etc)
    - Programs may host applicants for informal or formal in-person second look events following finalization of the rank order list
    - Programs should clearly communicate with applicants at the time of interview invitation the timeline for rank list finalization and when in-person second look events could be scheduled

Programs interested in participating may submit their information here:
https://airtable.com/shrSHr3656A7IhvSP

A full list of participating programs can be seen here:
https://airtable.com/shrVkmYzAjhy1w7dP

National Resident Matching Program 2023 Main Residency Match Calendar

- 1/31/23 – Standard Registration Deadline
- 2/1/23 - Ranking Opens (both applicants and programs)
- 3/1/23 - Rank Order List Certification Deadline
- 3/17/23 – Match Day

Why is this consensus being proposed?

Virtual interviews have provided an excellent opportunity to decrease the financial burden of interview season for both applicants and programs, while maintaining reasonable fidelity to the interview process. While some applicants may feel the desire to visit a program to better understand culture and geography, we worry that given the pressure associated with the match, these in-person visits could quickly feel compulsory if applicants felt that such a visit could increase their chances of successfully matching with a program. As such, we are hoping to create space and time for those applicants who feel that an in-person second look experience may help in their decision making regarding their rank order list of programs, but that their participation in such an in-person visit will have no impact on their position on that program's rank order list.

What is the point of allowing programs to opt-in to this consensus?

While each program will have their own recruitment strategies and limitations, we feel that providing maximum transparency to applicants is essential. Such a voluntary strategy has worked well for the past several years in supporting programs wishing to participate in the Unified Interview Release dates, similarly coordinated annually by the County Programs Community of Practice. Additionally, programs may feel more empowered to adopt these guidelines as they see other programs participating.

What if an applicant is already visiting the location of a program, can't they meet with the program?

Unfortunately, given the risk that in-person visits prior to creation of a program's rank order list may create bias, even visits of convenience will be restricted prior to programs finalizing their rank order list. Applicants may still visit the location of a program, but will not be allowed to have contact with any program representatives prior to the program's finalization of their rank order list.

Can't programs change their rank order list before the final certification deadline?

In full transparency, due to the fact that Rank Order List Certification is not closed until 3/1/23, program directors could have the opportunity to adjust their rank order list after initial finalization. We are asking that program directors honor the spirit of the above guidelines and pledge to not adjust their rank order list, with the exception of egregious professional misconduct of an applicant.