

# Standardized Interview Offer Proposal

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## Standardized Interview Offer Proposal:

**All I-6 and Fellowship programs extend initial interview invitations to applicants in a standardized fashion**

## Background

- Applicants describe increased levels of stress and anxiety due to the lack of transparency in the recruitment process
- “First-come-first-served” process can be detrimental to both applicants and programs, rewards the most vigilant students
- Current process promotes “hoarding” of interview spots by the best candidates
- Late cancellations by applicants who over commit to interviews makes filling interview spots challenging for some programs



**Coalition for  
Physician  
Accountability**

**Initial Summary Report and Preliminary Recommendations of  
the Undergraduate Medical Education to Graduate Medical  
Education Review Committee (UGRC)**

Theme: Interviewing, Recommendation #25

Develop and implement standards for the interview offer and acceptance process, including timing and methods of communication, for both the learners and programs to improve equity and fairness, to minimize educational disruption, and improve wellbeing.

# What are the Benefits?

## **Applicants**

- Creates structure and predictability for the applicants
- Decreases anxiety and stress around recruitment process
- Less disruptive to applicants clinical rotations

## **Programs**

- More efficient scheduling process
- Protected time for thorough holistic applicant review
- Decreased pressure on programs to be first to get offers out
- Decreases late cancellations and “hoarding” of applications

## Specialties that already utilize a standardized offer format

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General Surgery

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Plastic Surgery \*

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Ob/Gyn \*

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Ophthalmology

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Otolaryngology \*

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Orthopedic Surgery \*

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Urology \*

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Dermatology \*

- Universal Offer Date \*
- Interview Offer Window (over the course of a week or more)

# Range of Interview offers for the 2022-2023 recruitment cycle: I-6

**October 2022**

						1
2	3	★	★	6	7	8
9	★	★	12	13	★	15
16	17	18	★	20	21	22
23	★	25	★	★	★	★
30	★	31				

**November 2022**

		1	★	3	★	5
6	★	★	★	10	11	12
13	14	15	16	★	18	19
20	21	22	23	24	25	26
27	★	29	30			

**December 2022**

				1	2	3
4	5	★	7	★	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Sept 28<sup>th</sup> Residency programs could begin reviewing ERAS applications

October 13<sup>th</sup> First I-6 Interview date

# Range of Interview offers for the 2022-2023 recruitment cycle: Traditional

**December**

				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**January**

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

December 7<sup>th</sup> Fellowship programs could begin reviewing ERAS applications  
January 18<sup>th</sup> First Traditional interview Day



# Standardized Process

## Programs commitment

- Identify a common date/time for release of interview invitations
- Moratorium on communication for at least 48 hours after invitation to allow applicant to make an informed decision to accept/decline.
- Only offer as many invitations as they have interview spots
- Guarantee an interview if applicant accepts the invitation
- No regulations on second round of interview invites or offers to “Wait List”
- Programs will publicly report (on residency website and/or social media)
  - Anticipated interview offer release date
  - Number of interview spots offered
  - Number of residency positions to be filled
- Honor system

# Standardized Process

## **Applicant commitment**

- Do not attempt to schedule interviews prematurely
- Respond before the provided deadline
- Do not schedule or hold interview spots applicant does not plan on attending.

# Proposal 1: Universal Offer Date

## I-6 Program

- Release all initial interview offers on the same date
  - 2<sup>nd</sup> week of November (Nov 9, 2023, this assumes a similar ERAS timeline to the 2022 application cycle)
- Begin interview scheduling/confirmation no earlier than 48 hours, eg. release on Friday begin to schedule the following Monday
- Program gives deadline to applicants for responses before second wave of interviews sent out
- Programs may extend second wave interview offers to fill unclaimed interview slots as they see fit

## • Traditional Programs

- Release all initial interview offers on the same date
  - 2<sup>nd</sup> week of January (January 12, 2024, this assumes a similar ERAS timeline to the 2022 application cycle)
- Begin interview scheduling/confirmation no earlier than 48 hours, eg. release on Friday begin to schedule the following Monday
- Program gives deadline to applicants for responses before second wave of interviews sent out
- Programs may extend second wave interview offers to fill unclaimed interview slots as they see fit

## Proposal 2: Standardized Offer Process

- **Structured release process to create predictability for applicants, but allow program flexibility**
  - Minimizes rotation disruptions
  - Programs can choose when to release interviews
- Interview invites sent after 4pm EST any Friday after ERAS applications are released to programs
- Moratorium on communication to allow applicant to make an informed decision until the next business day (Monday).
- Begin interview scheduling/confirmation no earlier than 48 hours, eg. release on Friday begin to schedule the following Monday
- Program gives deadline to applicants for responses before second wave of interviews sent out
- Programs may extend second wave interview offers to fill unclaimed interview slots as they see fit

## Proposal 3: Interview Offer Window

### I-6 Program

- 4 week Release window
  - Last 2 weeks in October, first two weeks in November

This time frame includes 23/35 programs 2022 release dates

### Traditional program

- 4 week Release window
  - Last week in December, first 3 weeks in January

Only 6 /66 programs released interviews before this window

Questions?