

OPDA Interview Standards for the 2022-2023 Residency and Fellowship Application Season

The Organization of Program Director Associations (OPDA) is dedicated to promoting the role of the residency and fellowship program director and program director societies in achieving excellence in graduate medical education.

The current residency and fellowship interview offer and response system contributes to applicant stress and inequity.^{1,2} OPDA supports the *Association of American Medical Colleges (AAMC) Interview Guidance for the 2022-2023 Residency Cycle*.³

In an optimal system, interview methods should emphasize the following:

- applicant and program leadership wellbeing
- equitable opportunities for all applicants
- uniformity of processes within a program
- open communication through program websites, social media, and/or other platforms
- transparency
- mitigation strategies, including faculty development, to prevent bias⁴
- preservation of educational and clinical mission

Therefore, for this 2022-2023 residency and fellowship application season, OPDA recommends these additional interview standards.

Programs should:

- prominently display interview release dates and interview timelines on their program website
- allow a minimum of 72 hours for applicants to respond to an interview offer before extending an offer to a different candidate.
- offer only the number of interviews available and clearly communicate interview response and cancellation expectations to applicants.
- provide information to applicants about interview format, technology requirements, back-up procedures, and enquire about any needed accommodations in order to optimize the interview experience.
- release a final interview status (invitation, waitlist, or rejection) to applicants by a specific date.

Specialty societies should:

- consider implementing a specialty specific uniform initial interview release date or time period.⁵
- consider implementing standards for post-interview communications between programs and applicants, which at a minimum are compliant with the NRMP codes of conduct.⁶

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References

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6. NRMP Match Codes of Conduct. <https://www.nrmp.org/intro-to-the-match/the-match-agreement/match-codes-of-conduct/>