



## General Psychiatry Recruitment Season Recommendations

The American Association of Directors of Psychiatric Residency Training (AADPRT) recommends the following for the '22-'23 General Psychiatry recruitment season:

1. **Virtual interviews:** our programs successfully navigated virtual recruitment the last two years and for equity reasons, we strongly recommend continuation of virtual interviews. This recommendation does *not* extend to fellowship recruitment as these programs are often smaller and manage a different set of recruitment issues.
2. **Virtual fairs (optional):** may be offered this summer. Fairs should end before September 29, 2022, the beginning date of ERAS application review for programs.
3. **In-person “second looks” for those interviewed virtually are acceptable, barring changes in AAMC guidance and/or pandemic concerns:** to avoid pressuring applicants who might feel the need to demonstrate interest by visiting programs in person, we strongly recommend attendance not be taken and that the Residency Selection Committee be blinded to these visits by not informing/reminding the Committee if an applicant visited.
4. **AADPRT will not provide a specific timeframe for when in-person “second looks” are permitted:** programs may wish to offer an open house after rank lists have been submitted, to maintain the greatest sense of equity, however this may not be feasible for individual programs due to budget, location, faculty size, etc. Some applicants may not have the opportunity to travel in March, therefore AADPRT will not provide a specific time window for this optional aspect of recruitment.

AADPRT will provide more guidance for all involved parties about equitable recruitment best practices. We will provide a framework in which to think about potential challenges this season and lessons learned from the past two years. With the new use of the ERAS Supplemental Application available to general Psychiatry programs this year, it is felt that programs will be managing multiple aspects of recruitment which they have not before, and this has been taken into consideration as well.

Though AADPRT recommendations regarding virtual recruitment do not extend to fellowship recruitment (in person vs virtual), we hope the guidance for general programs can help inform fellowships as they choose their individual '22-'23 selection processes.