



STATEMENT FROM THE AMERICAN ASSOCIATION OF DIRECTORS OF PSYCHIATRIC RESIDENCY TRAINING (AADPRT)

9-20-22

On the 2022-2023 Residency and Fellowship Application Cycle

Interviews for general psychiatric residency during the 2022-2023 recruitment cycle will be virtual, including for local applicants. We expect all programs to comply with this recommendation as it follows the guidance of the AAMC released 5/16/2022. AADPRT, like AAMC, did not extend this recommendation to fellowship recruitment.

The following recommendations are intended to provide the best possible interview season for applicants and programs by creating standardized guidelines and expectations to ensure a fair and equitable process.

For Programs

- We recommend that programs are as transparent as possible in the interview process. For instance, program website and social media would list release dates of interview offers and specific interview days. The anticipated structure of the interview day (e.g., number of interviews and length) can be outlined and posted publicly.
- We recommend that programs not offer more interviews than interview spots. Release of interview offers should be done late in the day to minimize disruptions to clinical learning. Applicants should be allowed 72 hours to respond before releasing the interview offer.
- Post-interview communication from the programs should be avoided, except for the provision of significant program updates (e.g., change in leadership). Programs' expectations regarding additional communication from applicants should be limited to reporting an additional publication, Thank You cards, or asking/responding to specific necessary questions which could be made explicit during the interview day. We will continue to follow the NRMP Match Communication Code of Conduct.
- The Interview Day itself should all take place on one day, not spread across multiple days (exception would be if technology fails and rescheduling is truly needed), and no applicant interaction should be recorded.
- We strongly recommend no "swag." If programs plan to mail hard copies of materials it should not include anything of monetary value, which includes gift cards for food. This is to "level the playing field" for all general psychiatry programs.
- Virtual open houses should not be offered once Training Directors have access to applications on ERAS (starting September 28, 2022).
- We recognize applicants considering a move (for themselves and/or their family) to a location they've never visited and committing to training in a facility they have never seen, can be daunting. Programs may choose to offer optional, virtual or in-person "second looks" for applicants who interviewed, 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 the Selection Committee not be informed if an applicant visits or not. As some applicants may have limited travel opportunities, AADPRT has not provided a specific timeframe for when in-person second looks take place. Programs may wish to offer an open house after rank lists have been submitted by the program to maintain the greatest sense of equity, however, this timing may



not be feasible for every individual program or applicant. Programs may opt not to have the second looks for a variety of factors including time, cost, and availability of faculty. A second look should not be a repeat of the interview day as it is primarily for applicants to get a feel for the institution and its surrounding environment. Recognizing that not all applicants will be able to attend all second looks, programs will need to address biases that may arise from an applicant attending or not attending such an event. It will be important to communicate to applicants how your program will ensure their attendance will remain “blinded” from the Selection Committee and that it is an optional opportunity – neither held against or for any applicant.

- Most general psychiatry programs are utilizing the ERAS Supplemental Application. Supplemental application material will be accessible to programs when ERAS opens September 28, 2022. Supplemental applications include three sections: meaningful experiences and other impactful life events, geographic division preferences, and signaling. For more information, please refer to [AAMC's guide for advisors, applicants, and programs](#). Psychiatry has chosen 5 signals which applicants can send to their preferred programs, prior to interviews being offered. Signals should not be reviewed by the program once interviews have been extended as they are no longer relevant at this stage.

For Applicants

- Applicants should discuss their specific circumstances with their medical school advisory team to determine how many applications they should submit. Numerous factors such as academic performance, life experience, location of programs, and perceived competitiveness of program might significantly impact the numbers of applications submitted by the student and the number of interviews accepted by the student. Please refer to the [AAMC Apply Smart webpage](#).
- If cancellations are necessary, applicants should notify the program as soon as possible and at least 5 business days in advance.
- The ERAS Supplemental Application is optional and will be viewed as such by programs. Applicants may choose to answer all or portions of the application.
- Post-interview communication from applicants should be avoided except for *optional* reporting of an additional publication, thank you cards, or asking specific necessary questions.