**General Psychiatry Recruitment Season Recommendations**

Anna Kerlek, M.D. and Lia Thomas, M.D. on behalf of the AADPRT Recruitment Committee

The American Association of Directors of Psychiatric Residency Training (AADPRT) is recommending the following guidelines for the 2022-2023 recruitment cycle:

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 follows the guidance of the AAMC released 5/16/2022. AADPRT, like AAMC, did not extend this recommendation to fellowship recruitment.
2. **Virtual fairs:** Programs providing optional virtual recruitment fairs should end before September 29, 2022, the beginning date of ERAS application review for programs. Some fairs have been organized by AADPRT in July and August 2022 but programs may want to host their own.
3. **Second looks:** Programs may choose to offer optional, 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. This is a potential area of research and we encourage interested programs to reach out to us for further discussion.

Programs may opt not to have the second looks for a variety of factors including time, cost, and availability of faculty. Second looks were neither common nor required prior to the COVID-19 pandemic and do not need to become a regular part of recruitment moving forward. 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.

1. **ERAS Supplemental Application Program**: This year Psychiatry will be joining 14 other specialties in the utilization of the ERAS Supplemental Application. As participation is optional, each individual residency program interested in participating must register for the program by July 1, 2022. Each applicant must also choose to opt-in. Supplemental application material will be accessible to programs when ERAS opens September 29, 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 (<https://students-residents.aamc.org/applying-residencies-eras/supplemental-eras-application>). Psychiatry has chosen 5 signals which applicants can send to their preferred programs. Signaling occurs prior to the actual interview process, not afterwards. Additionally, home institutions may instruct individual applicants not to utilize a signal at their home program.

Program Directors will have a variety of ways to use this information as part of a holistic review of applicants.This information may be used for selection of applicants to interview, as added content for the interview day, and/or in final selection decisions. As Psychiatry moves towards more equitable recruitment practices, program directors may want to reflect on how to best use and share this information with their committees and/or interviewers.

This is an exciting time in Psychiatry. Medical student interest in our specialty continues to grow, opportunities for advocacy abound, and advances in neuroscience and psychotherapy continue to emerge. We wish all of our programs much success in the upcoming recruitment season.

