



COUNCIL OF RESIDENCY DIRECTORS IN EMERGENCY MEDICINE

2023 CORD Statement on Residency Interviews

Emergency Medicine has a diverse landscape of programs, each with unique needs and goals. It is our intent to promote the balance that exists between program autonomy, student access to programs, and advocacy for the wellbeing of our members by providing guidance for programs regarding the 2023-2024 recruitment season.

Our recommendation is to utilize a virtual interview format with the opportunity for in-person visits later in the season.

This recommendation aligns with those promulgated by the AAMC which include considerations of equity, cost, and time. It also considers the impact of substantial travel on the environment and student learning. [AAMC Interview Recommendations found here](#)

We recognize that the decision on interview format is an individual one that may be determined by program and institutional factors. Programs may choose to pursue the format they feel best supports their individual circumstances.

If a program chooses an in-person interview format, we strongly recommend that programs also provide a virtual interview option for those applicants who may have financial, time, or curricular constraints. Recognizing that it is not possible to eliminate all bias, it is important for programs to make equitable decisions and neither reward nor penalize applicants for the decision to appear in person or virtually.

We encourage programs to provide an optional, in-person second look to allow applicants the opportunity to further evaluate a program's learning environment and support program recruitment efforts. Any in-person visit should be offered for the benefit of the applicants and should not serve as a gauge for interest nor routine assessment of the applicant.

As your Board of Directors, we are here to advocate for and support your individual needs. At times these may seem divided, but we are unified in our focus on the future, and the legacy of this great specialty. We trust that everyone will be respectful of others' decisions and mindful of the competing demands and pressures that other programs may face that may not apply to your program.

Proudly serving our members,

Your CORD Board of Directors