



## **CORD BoD Statement on Applicant Numbers for EM Residency Positions**

ERAS just released the first round of [data](#) on residency applicants. This information has confirmed everyone's suspicions that applications to emergency medicine residency have dropped substantially. This decrease of 20% over last year comes on the heels of the challenging 2022 match which left 69 of our 277 programs with 219 open slots to fill.

Potential explanations for this decrease are multifactorial. They may include reactions to the recent EM workforce study<sup>1</sup>, increasing levels of emergency physician burnout,<sup>2</sup> and the highly visible challenges of coping with ubiquitous boarding and mental health crises. CORD will continue to engage with follow-up research for the workforce group as additional publications have questioned the assumptions underlying the original projections.<sup>3,4</sup>

We have sent a call for involvement in a taskforce to design interventions and research around the changing residency match environment. The initial request has been sent to those who expressed interest on the Match Debriefing Survey conducted during the 2022 Academic Assembly. If others have an interest, please contact AnnieKay Erby at [AErby@cordem.org](mailto:AErby@cordem.org) for additional information by November 1. We will assemble and announce the taskforce before the December holidays.

What can each of us do on the program level? As covered in the [CORD Connects](#) on September 27, there are some strategies we can implement at the program-level. These include

- Thoughtfully incorporating into interview invitations, the data that there are strong geographic connections in match outcomes.<sup>5-7</sup>
- Connecting our residency brand experience to the goals of the program.<sup>8,9</sup>
- Optimizing the virtual interviewing experience for our applicants.<sup>10,11</sup>
- Engaging in mission-based recruiting and expanding our applicant pools using holistic selection processes. The AAMC has outstanding resources in this domain and our EM colleagues have also demonstrated the power of this technique to increase program diversity and promote high quality outcomes.<sup>12-14</sup>
- Offering interview invitations with an eye toward matching the profile of your current trainees as well as the mission of your program.
- Ensuring that you are interviewing *and* ranking appropriate numbers of candidates.

We recognize that this may be a challenging year for EM programs and we will continue to work to support all our programs training the next generations of emergency physicians.

- <sup>1</sup>Marco CA, Courtney DM, Ling LJ, et al. The Emergency Medicine Physician Workforce: Projections for 2030. *Ann Emerg Med.* 2021;78(6):726-737.
- <sup>2</sup>Medscape. Physician Burnout & Depression Report 2022: Stress, Anxiety, and Anger  
<https://www.medscape.com/slideshow/2022-lifestyle-burnout-6014664?faf=1#1> Accessed October 3, 2022.
- <sup>3</sup>Gettel CJ, Courtney DM, Janke AT, et al. The 2013 to 2019 Emergency Medicine Workforce: Clinician Entry and Attrition Across the US Geography. *Ann Emerg Med.* 2022;80(3):260-271.
- <sup>4</sup>Zink BJ, Yealy DM. The Perilous Prognostics of Emergency Medicine Workforce Planning. *Ann Emerg Med.* 2022;80(3):272-274.
- <sup>5</sup>Love JN, Howell JM, Hegarty CB, et al. Factors that influence medical student selection of an emergency medicine residency program: implications for training programs. *Acad Emerg Med.* 2012;19(4):455-460.
- <sup>6</sup>Love ER, Dexter F, Reminick JI, Sanford JA, Karan S. Interview Data Highlight Importance of "Same-State" on Anesthesiology Residency Match. *Anesth Analg.* 2021;132(1):223-230.
- <sup>7</sup>Regan L, Gisondi MA, Branzetti J, et al. Geographic mobility in the emergency medicine residency match and the influence of gender. *AEM Educ Train.* 2021;5(4):e10706.
- <sup>8</sup>Brown et al. Best Practice for Video-Based Branding during Virtual Residency Recruitment. *JGME* 2021, 13: 6-10.
- <sup>9</sup>Shappell E, et al Branding and recruitment: a primer for residency program leadership. *J Grad Med Educ.* 2018; 10 (3): 249–252.
- <sup>10</sup>Wolff M, Burrows H. Planning for Virtual Interviews: Residency Recruitment During a Pandemic, *Academic Pediatrics.* 2021: 21, 24-31.
- <sup>11</sup>Davis MG, Haas MRC, Gottlieb M, House JB, Huang RD, Hopson LR. Zooming In Versus Flying Out: Virtual Residency Interviews in the Era of COVID-19. *AEM Educ Train.* 2020;4(4):443-446.
- <sup>12</sup>AAMC. Holistic Review in Admissions Frameworks <https://www.aamc.org/system/files/2020-08/aa-member-capacity-building-holistic-review-transcript-activities-GME-081420.pdf> Accessed October 3, 2022.
- <sup>13</sup>Sungar et al. Implementation of holistic review in EM residency... *AEM Educ & Train* 2021 5 (s1): S10-S18.
- <sup>14</sup>Gallegos et al Holistic Review, Mitigating Bias... [West J Emerg Med.](#) 2022 May; 23(3): 345–352.
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