Residency Application and Interview Standards of Excellence
2023-24 Recommendations Regarding 2nd Look Visits (in-person visits after virtual interviews)

The RRR Grant Project Team, in collaboration with APGO and CREOG leadership, has worked through many transitions in the residency application process over the past several years, including the institution of virtual residency interviews. Although outcomes from virtual interviews have been very reassuring, there continues to be significant interest in offering candidates an opportunity to visit programs in-person, particularly as the country has adapted to the COVID-19 pandemic.

The RRR Grant team, APGO, and CREOG recognize that in-person 2nd look visits may be important to certain applicants. For some, the opportunity to experience the training site(s), the residents with whom they would work, and the city in which they would live may be quite valuable. In addition, OBGYN residency training programs are also varied — in size (large vs small), type of center (university vs community-based), and location (urban vs rural). Different programs may desire to adopt different types of recruitment strategies. Given the potential benefits to applicants and programs, we support a program’s desire to offer opportunities for applicants to visit their program (or institution, or city) in person, after virtual interviews have been completed.

Programs, however, should be aware that 2nd look visits carry the potential for inequity, particularly if the visit is perceived to influence an applicant’s placement on the Rank Order List. In such a setting, applicants may feel pressured to visit a program in order to show their interest. Additionally, not all applicants will feel the need to visit programs in-person (even if interested), and all applicants may not have the financial means or available time to accommodate such a visit. Factors like available time or money should not impact a candidate’s potential placement on the rank order list.

Ultimately, we are concerned about the equity of second look visits. Should a program offer an opportunity for in-person visits, their intentions should be communicated to applicants and the following best-practices are recommended:

- If offered, in-person visits should not be requested, suggested, or expected by the program.
- In-person visits should occur after virtual interviews have been completed.
- Programs should be clear in communicating to applicants that participation will have no impact on the applicant’s placement on the Rank Order List. This is best achieved by committing to finalizing and submitting the program’s Rank Order List before hosting in-person visits or events and communicating this to applicants on the interview day (or on the website).