

Updated Recommended Standards for the Ob-Gyn Application and Interview Processes

The Council on Resident Education in Obstetrics and Gynecology (CREOG) and the Association of Professors of Gynecology and Obstetrics (APGO) recommend these specialty-wide standards for the 2021-2022 ob-gyn residency application cycle. These recommendations are based on data collected over the past two interview cycles, discussions at the CREOG Retreats, APGO/CREOG Meetings, the post-interview Match debrief from program directors and managers held in March 2021, and survey feedback provided after the 2021-2022 residency application process from applicants, program directors and managers, clerkship directors, deans of student affairs, and the Right Resident, Right Program, Ready Day one (RRR) project workgroups.

For academic year 2021-2022, we request that ob-gyn program directors adopt the following recommended procedures:

- Set the application submission deadline to **October 1, 2021**
- Release all interview offers on **October 19, 2021** (with rolling offers to follow depending on the response each program receives)
- Limit program interview invitations to the number of interview slots available
- Allow a **minimum of 48 hours** after an interview invitation email has been sent for the applicant to accept or decline
- Begin interviews no earlier than **October 25, 2021**
- Release final status to applicants (interview, reject, waitlist) no later than **November 19, 2021**
- Commit to **virtual interviews** for all applicants, including local students

The CREOG community addressed the need for clarity and cohesive guidance regarding virtual interviews and post-interview communications at the summer CREOG Retreat.

Updated guidelines and recommendations are as follows:

Virtual Interviews

- Programs should commit to an all-virtual interview season.
- Programs should partner with their institutions to offer virtual experiences beyond the interview day. In this way, programs can strive to provide an accurate review of their program and its offerings. These events may include---
 - Virtual open houses
 - Virtual tours/hospital reviews
 - Virtual social events associated with the interview day
- Virtual interviews promote equity of opportunity. Optional in person events, either before or after interview season, potentially lead to unconscious and/or overt bias toward those applicants with disproportionately higher financial means, time, and ability to travel. For this reason, sponsored in-person events are discouraged.

Post-Interview Communications

- Programs are encouraged to develop formal post-interview communication policies to guide applicants in their interactions with programs after the interview day.

These recommendations will be communicated by APGO and CREOG to department chairs and clerkship directors so they can properly advise students. The Association of American Medical Colleges and The Electronic Residency Application Service® (ERAS) will support us in this effort by informing student affairs deans about these recommendations and posting the link to the RRR grant project in the ERAS system so applicants are informed.

We request that all program directors fill out this [very brief survey](#) in order for us to create transparent information for students on each program's commitment to following the guidelines above.

If you have any questions or require any clarifications, please feel free to contact us at **TransitionFeedback@apgo.org**. We will be monitoring this inbox and responding to questions. Thank you for your help in improving the application and interviewing process for all ob-gyn applicants and programs.