Programs should prominently display the attributes and experiences they are looking for in potential residents on their residency program websites, ERAS Profiles, and social media channels.

Virtual interviews are recommended for the 2023-2024 interview season.

Programs should not use preference signals as a sole criterion to determine which applicants to offer interviews.

The number of interview invitations issued by a program should not exceed the number of interviews available.

Programs should prominently display interview invitation, waitlist, and rejection release dates on their websites, ERAS profiles, and social media channels, and through direct communication to applicants.

Programs should allow a minimum of 72 hours after an interview invitation e-mail has been sent for the applicant to accept or decline before extending an offer to a different candidate. Interview cancellation expectations for applicants should be clearly communicated on program websites, ERAS profiles, and directly to applicants.

Programs should provide communication to applicants about interview format, technology requirements, back-up procedures, and inquire about any needed accommodations in order to optimize the interview experience.

A program’s final rank list should be constructed upon the program’s overall evaluation of applicants, irrespective of preference signals sent or received.

Program leaders should be cautious to ensure that applicant participation in any in-person second look events does not bias the program’s evaluation and ranking of applicants. Wherever possible, second look events should take place after the program has certified their rank order list. Attendance at such events should be considered optional and aimed at improving applicants’ understanding of program offerings, facilities, and location.

Programs should make applicants aware of post-interview communication expectations between the program and applicants.