Residency Selection: Can the process be improved?

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Needs and Rationale

The process of securing a residency position has become increasingly arduous and complicated. A vicious cycle involving increased numbers of applications, increased competitiveness, increased stress, and decreased holistic application reviews, has resulted in maladaptive behavioral changes from both applicants and residency programs. Currently, senior medical students spend a large amount of time and money during the last year of medical school applying to many programs and meeting the demands of the application process. Meanwhile, in order to process the high volume of applications they receive, programs rely on metrics such as USMLE Step 1 scores for screening despite the fact that these metrics are poor predictors of resident success. This resulted in programs granting interviews to the same (competitive) applicant pool, effectively resulting in a larger number of interviews to a smaller number of applicants. This is antithetical to finding the right resident for the right program.

Goals

Improve the continuum of education between medical school and residency to ensure that the right resident matches at the right program by optimizing the alignment and fit between interested applicants and potential programs through the application and Match processes.

Project Team

Collaboration between the Association of Professors of Gynecology and Obstetrics (APGO) and the Center for Residency Education in Obstetrics and Gynecology (CREOG)

Methods

1. Develop Standards to the OB/GYN Application and Interview Processes (SOAIP) by creating a single national calendar for residency application deadline, interview offerings, and rejections

2. Develop additional Application Review Metrics (ARM) to encourage holistic review of residency applications

3. Develop an Applicant Compatibility Index (ACI) app that aids students with program selection by increasing transparency of metrics and characteristics programs use for residency selection

4. Create an optional Early Result Match Program (ERMP) to decrease the number of applications needed for a successful Match

Implementation Timeline

Evaluation

Benefits and Challenges

Selected References

- Chen DR, Priest KC, Batten JN, Fragoso LE, Reinfeld BI, Laitman BM. Student Perspectives on the “Step 1 Climate” in Preclinical Medical Education. Acad Med. 2019;94(3):302-304.