RESIDENT RECRUITMENT: RESIDENCY APPLICATION PROCESS IMPROVEMENT

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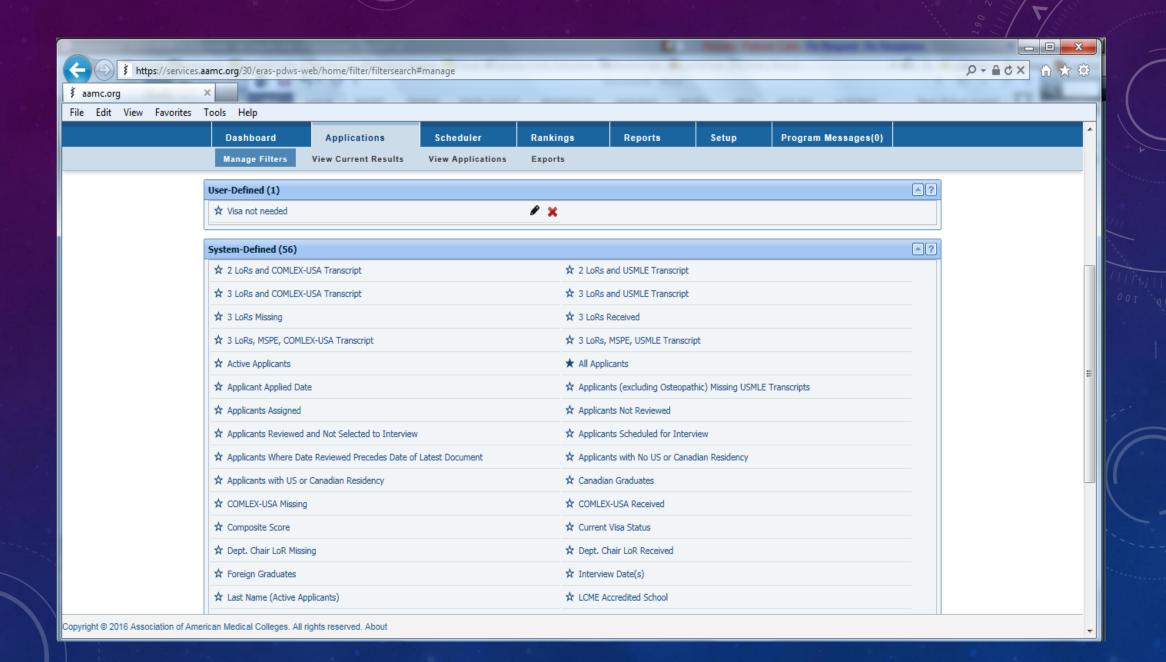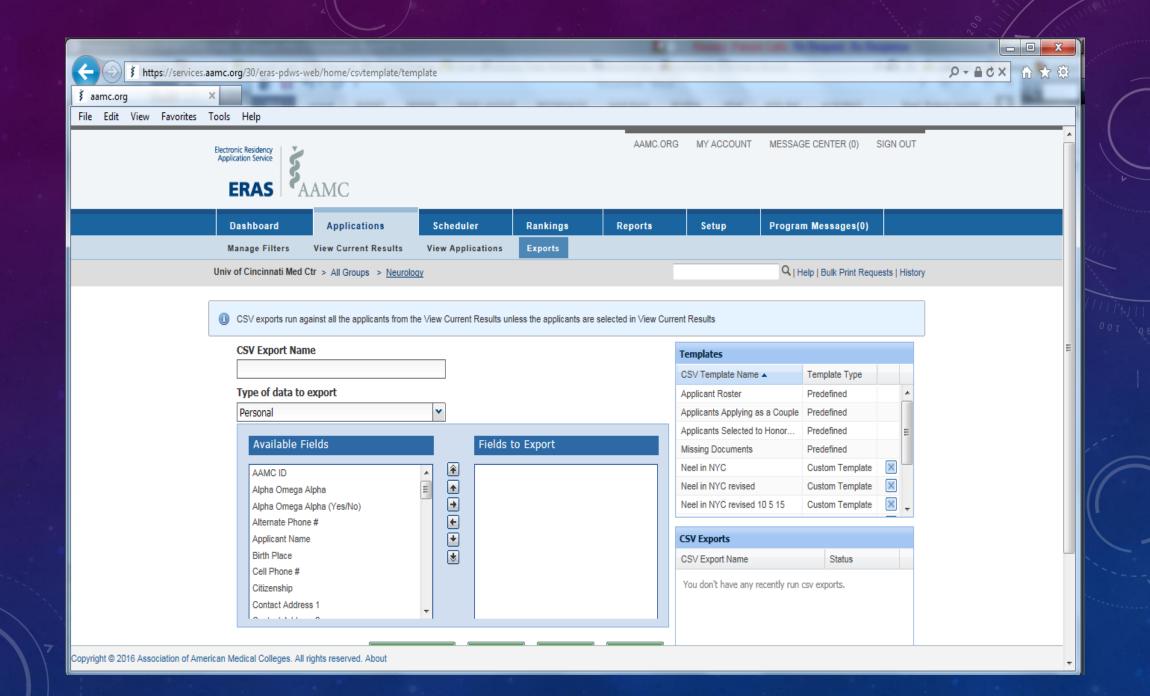UNIVERSITY OF CINCINNATI

NOTES

RECRUITMENT: PROCESS IMPROVEMENT

- Financials: Budget for Interview Dates- What will you pay for?

- Interview Dates Determination: Timing (Day of Week, Start and End: January Dates?)

- Numbers: How many will you interview? How many spots are you approved for?

- Resident Recruitment Team: Chair, Faculty, Residents, Coordinator and Staff

- Registration: ERAS and NRMP are separate! Timeline

- Process: Selection of Candidates to Interview

  - Know your program: Strengths, Weaknesses--- Who are you going to be a good fit with?

  - Selection process: Program Director vs Team; Official and Unofficial Scoring Procedures

  - Selection Criteria: Scores, Schools, Visas, Transcripts, Honors, Research, Publications, Community Service

http://www.nrmp.org/match-data/main-residency-match-data/

NOTES

File   Edit   View   Favorites   Tools   Help

| Dashboard | Applications | Scheduler | Rankings | Reports | Setup | Program Messages(0) |

Manage Filters   View Current Results   View Applications   Exports

User-Defined (1)

☆ Visa not needed   ✏ ✖

System-Defined (56)

☆ 2 LoRs and COMLEX-USA Transcript	☆ 2 LoRs and USMLE Transcript
☆ 3 LoRs and COMLEX-USA Transcript	☆ 3 LoRs and USMLE Transcript
☆ 3 LoRs Missing	☆ 3 LoRs Received
☆ 3 LoRs, MSPE, COMLEX-USA Transcript	☆ 3 LoRs, MSPE, USMLE Transcript
☆ Active Applicants	★ All Applicants
☆ Applicant Applied Date	☆ Applicants (excluding Osteopathic) Missing USMLE Transcripts
☆ Applicants Assigned	☆ Applicants Not Reviewed
☆ Applicants Reviewed and Not Selected to Interview	☆ Applicants Scheduled for Interview
☆ Applicants Where Date Reviewed Precedes Date of Latest Document	☆ Applicants with No US or Canadian Residency
☆ Applicants with US or Canadian Residency	☆ Canadian Graduates
☆ COMLEX-USA Missing	☆ COMLEX-USA Received
☆ Composite Score	☆ Current Visa Status
☆ Dept. Chair LoR Missing	☆ Dept. Chair LoR Received
☆ Foreign Graduates	☆ Interview Date(s)
☆ Last Name (Active Applicants)	☆ LCME Accredited School

THE INTERVIEW DAY

- How many per day will you interview?

- Pre-Interview Preparation: Communication, Program Coordinator

- Pre-Interview Dinner

- Structure of the Day: Tours, Orientation session, Q&A structure

- Official and Unofficial Interviewers

- Interview Style

- Interview Data and Presentation for Interviewers

- Close of Day and Follow up

- Cancellations and Wait Lists

NOTES

RANK LISTS

- Oligarchy vs Monarchy Model of Selection: Resident Selection Committee?

- What variables are most important to you? Pre-Interview and Post-Interview

  - Points vs Gestalt, Communication, Neurology Fit

- Soliciting Feedback from your Residents.

- Soliciting Feedback from your Interview Team

- Absolutes and "Black Balls" (No Rank)

- Feedback and Follow Up to Candidates: What can I say?

- Match Timeline and SOAP

- Follow Up (Post Match Survey)

NOTES