Residency Match Updates for ARANS

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Today's Discussion

- Key SNS Policies
- Best Practices
- Pitfalls to Avoid
- Upcoming Educational Events

SNS Recruitment Guidelines

- Number of Acting Internships
- Standardized Letters of Evaluation/Recommendation
- Preference Signaling
- Standardized Interview Release Dates

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- Virtual vs In person interview policy
- Campus Visits

Neurosurgery Lectures

Interview Dates

Essential Neurosurgery Book

Recruitment Guidelines & Letters of Recommendation

Medical Students & Residency Applicants: Sign up for important communications

Open Residency Positions

Medical Student Committee Webinars

Number of Acting Internships

Guidance: 1 home, 1-2 aways
- 2-3 aways if no home program

Why? Equity, cost, burnout, need for well rounded education

Key Points:
- Make sure your students are aware
- Make sure residents/faculty are providing good advice
- If someone realizes they need to drop an extra rotation, help them do so and do not penalize them in the application process

Standardized Letters

Guidance: Use home SLOE, 1-2 Away SLORS, 1-2 any style

Why? Reduce bias, improve objective measurement of important skills, improve utility of LORs

Key Points:
- Encourage faculty to use these!
- Can be written by a pair/panel (especially home SLOE)
- Help students request these during away rotations
- Develop a system for recording resident comments
- Craft statement about medical school exposure to reuse

Standardized Letters - Tips

• On application review, place LORs from a single author side by side

Overall Assessment

Compared to neurosurgery applicants your program evaluated in the last 3 years, please rate this applicant:

1% - will rank to match

2-5% - will rank in top 10

6-10% - will rank in top half of rank list

11-25% - will definitely place on rank list

26-50% - will interview and likely place on rank list

51-100% - may or may not interview

| Top 1%	2-5%	6-10%	11-25%	26-50%	51-100%	N/A
○	○	○	○	○	○	○
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Preference Signaling

Guidance: Neurosurgery will offer applicants 25 signals

Why? Evidence from Orthopedics that the high signal model improves outcomes and efficiency for both programs and applicants
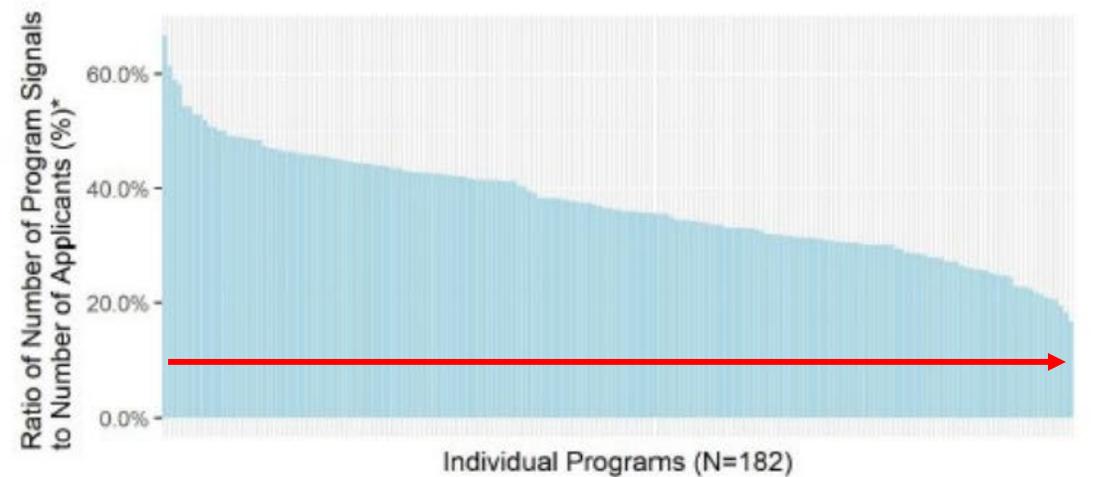
Orthopedics 2022-23

- Historically, applicants had a 5% chance of interview/application

- 2022-23
  - Signaled applicants had 25% chance of interview
  - Unsignaled applicants had < 1% chance of interview
  - Most desirable program received signals from 67% of applicants
  - Least desirable program received signals from 17% of applicants
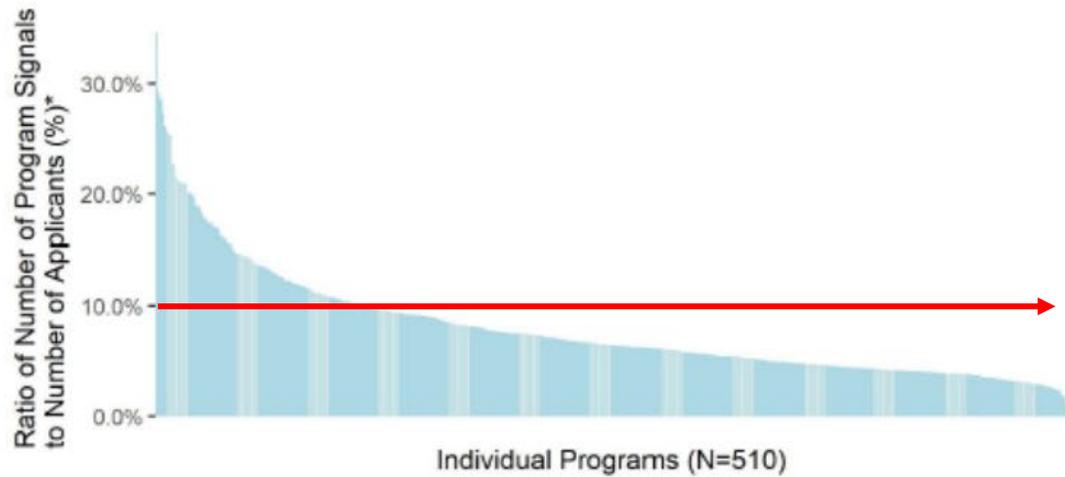
Ortho: Majority of programs received signals on 30-40% of applications
In our 2024 model, this would translate to 100 – 150 applications

Preference Signaling

- Sign up your program before the deadline
- Attend May 31 SNS Town Hall
- Encourage applicants to signal a *range* of programs, not just the 25 "best" programs out there
- **Remind applicants to signal home/away programs if they are interested**
- Use signaling as a screening element in your application review
- Don't forget geographic signaling

Standardized Interview Release Dates

Guidance: Only offer interviews during specified time period on the 4 Friday afternoons in October. Do not extend more offers than slots.

2023 cycle: 27 programs offered interviews outside the window

At least 3 programs waitlisted applicants based on

response time (a match violation)

Please help fix this!

Guidance for in person vs virtual interviews and campus visits is TBD....
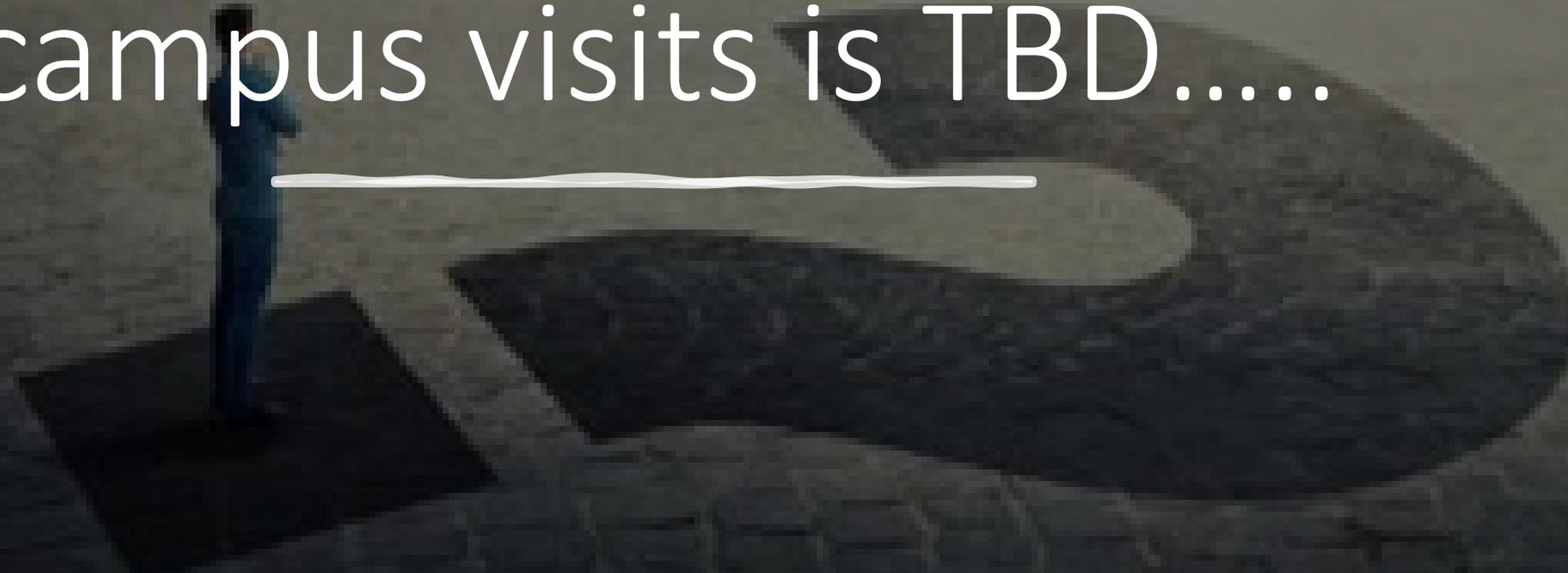
Best Practices

Reduce Applicant Costs

- Coordinate interview/visit dates to reduce travel

- Negotiate low rates for hotels, shared vans

- Subsidize travel expenses

- Facilitate roomshares, rideshares, etc
  - Beware of risks, especially if involving current employees

- Use virtual processes when feasible

- Offer grants for Sub-Is

How about an ARANS/SNS Working Group on this subject?

Reduce Applicant Stress

- Encourage all applicants to sign up for SNS emails!
- Run sessions helping your rotators understand how to handle the application, LORs, signaling
- Encourage attendance at SNS Webinars
  - Make sure they are excused from rotation duties
- Help faculty with SLOR templates and ensure all letters are uploaded before ERAS opens to programs
- Use standardized interview release dates
- Maintain interview scheduling flexibility
  - Every date doesn't have to have the exact same number of applicants

Pitfalls

Post – Interview Contact

- Applicants can tell a program whatever they want
- Programs can tell applicants how they are ranked
  - But maybe shouldn't….
- Programs CANNOT ask an applicant where they intend to rank the program
- Programs CANNOT require an applicant to do a campus visit, explicitly or implicitly, to influence their ranking
- Programs CANNOT offer more interviews then they have slots

Match violations of this kind can see a program put on probation and a PD removed from the position

Letters of Intent

- Do not necessarily have to be sent
- Should not be sent before conclusion of all interview/visit activity
- Are not binding and should not be assumed to be truthful
- Do not necessarily require a response

- "Your program is going to be in the top of my list…top 3… etc" letters are not advisable