



Research Week 2022

Orthopaedic Surgery Residency Program Adherence to Universal Interview Offer Day Guidelines: A Retrospective Analysis

Catherine E. Hutchison, MD; Jason I. Reminick, MD, MBA, MS; Ephy R. Love, PhD; Suzanne Karan, MD, FASA; Kenneth R. Gundle, MD
hutchika@ohsu.edu
Resident Physician, Department of Orthopaedic Surgery and Rehabilitation

Keywords

Graduate medical education, orthopaedic surgery, universal interview offer day

Abstract

Introduction

The 2020-2021 application cycle was marked by structural changes due to the COVID-19 pandemic. Adaptations included the American Orthopaedic Association Council of Residency Program Directors (CORD) recommendations for a universal interview offer day (UIOD), synchronizing applicant interview offer release. As a novel process within orthopaedics, there is limited data on the execution and impact of a UIOD. Study aims include determining: 1) residency program adherence to the CORD UIOD guidelines during the 2020-2021 cycle, 2) how quickly programs filled available interviews, and 3) any difference in time from release to booking between applicants using *edu* and *com* email domains.

Methods

Orthopaedic residency programs and applicants utilizing the Thalamus interview management software platform during the 2020-2021 residency application cycle were analyzed, representing 46 residency programs and 993 interviewees (22% and 77% of national total, respectively).

Results

Of the programs included in the study, 19 (41%) were strictly adherent to the UIOD and time, 14 (30%) were weakly adherent and sent out offers outside of the assigned time, and 13 (28%) were non-adherent and sent out offers on dates other than the UIOD. The average time to fill to 80% capacity was 26 minutes \pm 14 minutes (range 3-77 minutes) for the 33 programs that released on the UIOD. Applicants with *edu* email domains scheduled their first interview an average of 1.8 minutes after those with *com* email domains (14.8 vs 13.0 minutes, $p < 0.05$).

Discussion

Despite more than 60% of residency programs committing to participate, less than half the programs that initially agreed to participate were strictly adherent to guidelines during the first UIOD in orthopaedic surgery. While additional research is needed to analyze the unique, fully virtual 2020-2021 recruitment season, a phased or waved approach to the UIOD may improve the process for all stakeholders in future cycles.