Neurosurgical Resident Selection: Rules and Etiquette

Residency programs should select residents from among eligible applicants based on their preparedness, ability, aptitude, academic credentials and other accomplishments, leadership, communication skills, and personal qualities such as motivation and integrity. Programs must not discriminate with regard to sex, race, age, religion, color, national origin, disability, or veteran status. Programs should seek to engage and develop a diverse workforce.

Scope

The policy applies to all Accreditation Council on Graduate Medical Education (ACGME) accredited residents and fellows. It ensures fairness and due process to all applicants to the residency training programs.

Application

When applicable, residency selection is administered by the National Residency Match Program (NRMP). All participants are bound to abide by the policies of the NRMP.

Guidelines

To maintain highest integrity in the match process, programs should adhere to the following rules and recommendations with regard to residency applicants:

1. Programs and faculty may not ask applicants about their rank order.
2. Programs and faculty may not reveal to applicants their rank order.
3. Programs may not contact applicants to try and influence their rank order.
4. Programs may reply to applicant emails to answer questions and provide additional information.
5. Programs should interview applicants doing a rotating sub-internship, and not expect them to return for a formal interview day.
6. Programs should not require applicants to return for a “second look” nor penalize those who do not.
7. No interviewer may ask about an applicant’s marital or child-bearing status, nor use this information to discriminate against an applicant.
8. Programs must not discriminate with regard to sexual orientation, race, age, religion, color, national origin, disability, or veteran status.
9. Programs should seek to engage and develop a diverse workforce.

A. Participation in the NRMP obligates:

1. Appointment of an Institutional Official who is responsible for all communication with  the NRMP on behalf of the institution’s sponsored programs;
2. Responsibility for providing services to programs that are necessary to  meet the deadlines set forth in the NRMP Schedule of Dates;
3. All programs offered through the NRMP to have ACGME accreditation at the time the residency commences. Special tracks may be  offered within some types of residency programs;
4. All programs that offer positions are in the National Residency Match  Program (NRMP) and that all programs select in accordance with the policies  established by the NRMP:
5. Be available on the appointed date to receive notification of any program’s Rank  Order List not received and or processed at the NRMP.
6. Responsibilities of Program Directors
   1. Provide accurate information about the number and type of positions offered  through the NRMP;
   2. Organize a resident selection process consistent with the NRMP’s Schedule of  Dates;
   3. Provide complete and accurate information to applicants, including institutional  policies relative to visa status and employment eligibility;
   4. Ensure that medical students enrolled in the NRMP are not asked to make a  commitment to enter programs outside of the NRMP; and
   5. Prepare and submit Rank Order Lists that rank applicants in the programs’  preferred order.

Related links and Resources: Accreditation Council on Graduate Medical Education - www.acgme.org/acgmeweb

National Residency Match Program – www.nrmp.org