



THE AMERICAN ORTHOPAEDIC ASSOCIATION®

The AOA's Council of Orthopaedic Residency Directors (CORD) Guidelines for “Exploding Interview Offers”

June 10, 2019

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To all CORD Member Programs:

It has come to the attention of CORD that a number of orthopaedic residency programs are offering a time or availability limited interview offer, commonly known as an “exploding interview offer.” To fill available interview slots, programs are now offering interviews in excess of the interview slots they have to fill. In addition, applicants are now being wait-listed for an interview if they are not the first to answer an email granting an interview request.

The American Orthopaedic Association’s Council of Orthopaedic Residency Directors respectfully requests that all affiliates of CORD member programs will:

- **Make interview offers only to the number of applicants that will fill available interview slots.**
- **Provide a minimum of 24 hours for an applicant to respond to the interview invitation.**

The application process for Orthopaedic Surgery is extremely rigorous for the program and the applicant. Programs are trying to attract the best and brightest applicants. In turn, the applicant is trying to get the best position available to them.

Students are stressed when interview invitations are published because they are finding that some invitations are time sensitive down to the minute. In order to check their email so they are not wait-listed for an interview they were offered 10 minutes prior, students are leaving clinical duties where they are trying to learn how to manage patients. This is very unprofessional behavior and reflects poorly upon their rotation performance. To respond as quickly as possible, other students are now hiring another party, or recruiting friends or family, to monitor emails for any interview invitations.

The AOA/CORD requests that programs release interview invitations in waves. Each wave should only be for the slots that are available, or as an alternative, if offers are sent out once, they should match the number of interview slots available. Programs should give the applicant a minimum of 24 hours to respond. If the applicant does not respond then, that invitation is void and can be added to the next wave of interview invitations. Wait-listing a student for an interview if they are asking for a specific day is still appropriate.

CORD endorses this best practice as the most professional way to manage the interview invitation process. As a result, students will focus on their training and proper patient care and not on their email.

Sincerely,

The American Orthopaedic Association’s
Council of Orthopaedic Residency Directors