



THE AMERICAN ORTHOPAEDIC ASSOCIATION®

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**The American Orthopaedic Association's (AOA)
Council of Orthopaedic Residency Directors (CORD)
Guidelines for Post-Interview Communication with Residency Applicants**

June 10, 2019

To all CORD Member Programs:

It has come to the attention of CORD that a number of orthopaedic residency programs have re-instituted the process of routine post-interview communication with residency applicants. CORD has previously recommended that no communication with the applicant regarding their likelihood to match (Rank List Info) should be communicated to the medical students. For the sake of the student applicant, the American Orthopaedic Association's Council of Orthopaedic Residency Directors respectfully requests that all affiliates of CORD member programs adhere to this recommendation.

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. In this system, the program sits in a position of power. An open forum discussion was held at an annual CORD Conference. Several scenarios were presented and the advantages/disadvantages of communicating this information to the applicants was discussed. In order to be fair to the applicant, the CORD oversight committee recommends that ANY and ALL post-interview communication should be eliminated.

Currently, the NRMP does have rules in place regarding post-interview communication. As written in the [NRMP Code of Conduct](#), "Program directors shall not solicit or require post-interview communication from applicants, nor shall program directors engage in post-interview communication that is disingenuous for the purpose of influencing applicants' ranking preferences." While only program directors are explicitly mentioned in this rule, other faculty members are also forbidden from engaging in this activity.

Please consider the position of the applicant in this situation and discourage ANY and ALL post-interview communication with residency applicants to your programs. Contact of any kind by the Chairman, Program Director, Program Coordinator, or other Faculty that represent your Orthopaedic Surgery Residency program will place the applicants at a disadvantage. Applicants feel they need to provide a response even if not asked for that response. For this reason, AOA/CORD reminds all institutions that ALL post-interview communication should be eliminated. Post-interview communication includes emails, letters, and phone calls to highly ranked applicants.

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