



## **Policy Corner – October 2024**

### **Main Residency Match Interview Period Policy**

The 2025 Main Residency Match is gathering speed with registration opening in the R3 system and with application season underway, we want to remind you about the interview period policy and provide answers to some Frequently Asked Questions.

Section 6.2 of the Match Participation Agreement for Programs outlines the NRMP's policy on interviews:

#### **6.2 Interview Period**

*The recruitment phase for the Main Residency Match must be transparent, grounded in equitable practices, reflect mutual respect for the needs of applicants and programs, and minimize unnecessary pressure. To that end, applicants and programs are bound by the terms of the applicable Match Participation Agreement to demonstrate ethical behavior when engaging in interview offers and acceptances.*

*During the recruitment phase, programs shall:*

- 1. Extend interview offers that equal, not exceed, the total number of available interview slots;*
- 2. Provide applicants no less than 48 hours to accept or reject an interview invitation; and*
- 3. Apply reasonable measures of notification (e.g., one-to-two weeks' notice) when needing to cancel or reschedule an interview.*

*During recruitment, programs may expect applicants to make judicious assessment of and decisions about interview offers, accepting only those they intended to fulfill and apply reasonable measures of notification (e.g., one-to-two weeks' notice) when needing to cancel or request rescheduling of an interview.*

Some programs may have additional questions, so here are a few FAQs to help you:

#### **What does it mean to extend interview invitations that equal the total number of interview slots?**

*The NRMP expects programs to release only the number of interview slots they have available – this does not necessarily relate to the number of positions in the Match. For example, a program may have a quota of 5 positions in the Match but may need to interview 50 people to ensure they can build a rank order list robust enough to fill those five positions. The policy requires the program*

*to issue only 50 interview invitations, not more, and compel applicants to compete for interview slots.*

**Is it ok for my program to create a waitlist of applicants after I've issued all my interview invitations?**

*The interview period policy does not prevent programs from creating waitlists of applicants they might wish to invite for an interview should an interview slot become available.*

**What am I permitted to do if an applicant does not respond to an interview invitation within the 48-hour response time?**

*Programs are free to issue an interview invitation to another candidate after the 48-hour response time has elapsed. If an applicant accepts the invitation after 48 hours, programs are free to coordinate an alternate time but are not required to do so.*

**What should I do if an applicant cancels an interview?**

*Programs are free to extend an interview invitation to a candidate should an interview slot become unexpectedly available. If there are concerns about an applicant's behavior with respect to cancellation, the program can report the matter to the NRMP at [policy@nrmp.org](mailto:policy@nrmp.org), who will determine if next steps are warranted.*

**What if an applicant scheduled for an interview cancels within 48 hours of the interview day? Can I extend an invitation to another candidate and request an immediate response?**

*Programs can extend an interview invitation to a candidate and make clear in the invitation that the interview day is rapidly approaching; however, programs are not permitted to alter the response time. Applicants should always have no less than 48 hours to respond to an interview invitation.*

We hope you find these responses helpful. Please reach out to [policy@nrmp.org](mailto:policy@nrmp.org) with other questions or for help with any policies.