

The Child Neurology Society Board of Directors approved the following Position Statement on the Universal Interview Offer Date:

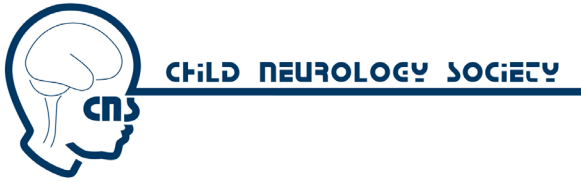
The Child Neurology Society (CNS) strongly recommends that Child Neurology and Neurodevelopmental Disabilities residency programs adopt a universal interview offer date of October 10, 2024. On this date, residency programs should release their first round of interview offers, limiting them to the exact number of interview spots available. Applicants should be given at least 72 hours to respond, after which unfilled spots may be extended to other candidates at the program's discretion.

Universal interview offer dates, also known as coordinated interview release dates, have been successfully implemented in multiple specialties over the past five years, providing substantial benefits for applicants and residency programs. These benefits include allowing more time for holistic application review, reducing applicant stress associated with unpredictable interview timing, and enhancing the overall efficiency of the interview and matching processes. Surveys conducted in specialties such as Plastic Surgery, Orthopedic Surgery, and Dermatology have shown that applicants and program directors (PDs) strongly support this practice. Applicants reported reduced stress levels and residency programs experienced improved efficiency in the interview and match processes without compromising the quality of applicants or the percentage of filled positions.

Recognizing the success of this approach, the Association of Pediatric Program Directors (APPD) has recommended that no interview offers for pediatric residencies be released before October 10, 2024, to facilitate a holistic review process. Following this trend, the CNS conducted an anonymous survey of Child Neurology and Neurodevelopmental Disabilities PDs between July and August 2024. The survey results revealed strong support for a universal interview offer date, with 84% of responding PDs endorsing the idea.

The CNS is committed to promoting the October 10, 2024, interview offer date through various communication channels, including the CNS website, listservs for program directors and coordinators, and direct emails. Programs can indicate their participation through the Electronic Residency Application Service (ERAS), and while adherence to this date is not mandatory, it is strongly encouraged as a best practice. The CNS Educators Committee will collect and analyze data from the National Residency Matching Program (NRMP) to identify any changes in ranking and matching outcomes compared to previous years.

By adopting this universal interview offer date, the CNS aims to improve the residency application and selection process, benefiting both programs and candidates and fostering a more efficient and equitable recruitment season.



The position statement was drafted and reviewed by the Child Neurology Educators Committee; approved by the CNS Board of Directors on August 23, 2024.

References

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APPD/COMSEP/AMSPDC/FuturePedsRes/NextGenPediatricians Letter to Our Pediatrics Community About the Residency Recruitment Process. 2024 Jun 3. <https://www.appd.org/wp-content/uploads/2024/06/2024-25-Pediatrics-Residency-Recruitment-Recommendations.pdf>