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Thank you for the opportunity to participate in the APDS taskforce to develop a voluntary code of conduct for APDS members around the issue of offering interviews. We recruited a group of program directors and associate program directors from a variety of program types, including academic and community, allopathic and osteopathic, small and large. We met by conference call twice and did the rest of our work virtually, with all members participating robustly. The members of the task force were:

James Whiting, MD	Program Director, Maine Medical Center
Rahul Anand, MD	Program Director, Virginia Commonwealth Medical Center
Christina Bailey, MD	Associate Program Director, Vanderbilt Medical Center
Elizabeth Dauer, MD	Associate Program Director, Temple University Medical Ctr
Charles Friel, MD	Program Director, University of Virginia Medical Center
William Havron, MD	Program Director, Orlando Regional Medical Center
Donald Hess, MD	Program Director, Boston Medical Center
Patrick Jackson, MD	Program Director, Medstar Georgetown University Hospital
Jason Lees, MD	Program Director, University of Oklahoma Medical Center
Peter Lopez, MD	Program Director, Henry Ford Hospital System Macomb

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**APDS Interview offers voluntary code of conduct**

To address increasing challenges in the residency application process to general surgical programs, the Association of Program Directors in Surgery (APDS) is proposing both standards and suggested best practices for both programs and applicants. These standards are voluntary, but we hope that programs and applicants will adopt them for the 2020-2021 recruitment season.

The standards recommendation for all programs include:

- Limiting the number of interview invitations to the number of interview slots available.
- Allowing a minimum of 48 hours after an interview invitation email to respond
- Set an application deadline no earlier than October 1.

While recognizing that there is a diversity of interview structures across programs in surgery and that not every practice will fit every interview structure, the APDS would

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also suggest some best practices that we believe if followed, could ease some of the stresses on both applicants and programs by allowing better planning by medical students and leading to fewer cancellations and interview changing by students. These include:

- Utilize as much of the functionality of the Program Director's Web Station (PDWS) program as possible.
- Increase the transparency of the process to students by all means possible and practical. Consider publishing as much information as possible about the interview process on programs' websites, such as the dates of interviews, or when interview invitations are to be released. Keep Frieda updated and consistent with website and internal standards.

Recommendation for all applicants include:

Acceptance of an interview comes with the understanding that an interview spot then becomes unavailable to any other applicant. Accordingly, if a student accepts an interview that student would generally be expected to attend that interview. It is incumbent on applicants to not accept multiple interview offers for the same date. If cancellations occur, timely notification to programs should occur to allow others the opportunity to participate.