**I. Purpose:**

To establish protocol and standards within Stanford Health Care residency and fellowship programs to ensure the interview guidelines are clear and consistent.

**II. Definition:**

A residency application process to interact, evaluate, and rank applicants for the training program.

**III. Policy:**

Individual programs must conduct and coordinate interviews to comprehensively evaluate candidates as well as to ensure equity and equal opportunity for all interviewees.

**IV. Procedure:**

1. All residency and fellowship programs may only conduct virtual interviews for the 2023-2024 academic year.
   1. Exception: if the RRC/central agency allows in-person interviews, then in-person interviews are permitted. In these situations, the program should contact either the DIO or Associate Dean, GME in writing/email prior to the interviews for oversight.
2. Hybrid interviewing (combination of virtual and in-person interviews in the same year or program) is not permitted, because of the risk of inequities resulting from applicants’ different resources and abilities to visit in person

There will be further upcoming communications with recommended approaches to in-person "second looks" during recruitment season.

Reviewed and approved by Stanford Health Care GMEC – *June 8, 2023*