

# BEST PRACTICES FOR PM&R RESIDENCY PROGRAMS

## 2025-2026 Application & Recruitment Season

### FROM THE ASSOCIATION OF ACADEMIC PHYSIATRISTS

Residency and Fellowship Program Directors Recruitment Subcouncil

- 1 Programs should prominently display the attributes and experiences they are looking for in potential residents on their residency program websites, Electronic Residency Application Service (ERAS) Profiles, and social media channels.
- 2 Programs should select a single, uniform interview format—either fully in-person or fully virtual—and communicate their decision clearly to applicants. This approach promotes equity, minimizes bias, and upholds the integrity of the residency selection process.
- 3 Preference signals increased to 20 for the 2025-2026 interview season. Programs should continue with holistic review for applicant interview selection. A program's final rank list should be constructed using the program's overall evaluation of applicants, irrespective of preference signals sent or received.
- 4 Programs should prominently display interview invitation, waitlist, and rejection release dates. Channels for clear communication include program websites, ERAS profiles, social media channels, and/or through direct communication to applicants.
- 5 The number of interview invitations issued by a program should not exceed the number of interviews available.
- 6 Programs should allow a minimum of 72 hours after an interview invitation has been sent for the applicant to accept or decline before extending that offer to a different candidate. Interview cancellation instructions for applicants should be clearly and directly communicated to applicants.
- 7 Programs should provide communication to applicants about interview format, any technology requirements, back-up procedures, and inquire about any needed accommodations to optimize the interview experience.
- 8 Programs are encouraged to request the Standard Letter of Evaluation (SLOE) from applicants. If requesting the SLOE, individual programs should prominently display this on their websites, ERAS profiles, and directly to applicants. Providing a link to the SLOE website is strongly encouraged.
- 9 For programs conducting virtual interviews, program leaders should be cautious to ensure applicant participation in any in-person recruitment events does not bias the program's evaluation and ranking of applicants. Wherever possible, these events should take place after the program has certified their Rank Order list. Attendance should be considered optional and aimed at improving applicants' understanding of program offerings, facilities, and location and not further evaluation of applicants.
- 10 Programs should make applicants aware of post-interview communication expectations between the program and applicants.



# BEST PRACTICES FOR PM&R RESIDENCY APPLICANTS

2025-2026 Application & Recruitment Season



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- 1** Applicants are encouraged to only apply to programs that they are genuinely interested in attending.
- 2** Applicants who do not intend to participate in previously accepted interview(s) should notify programs as early as possible, but no later than 72 hours (or three business days) prior to the scheduled interview(s) in question. This will allow programs to offer interviews to alternate applicants.
- 3** Applicants are encouraged to submit at least one Standardized Letter of Evaluation (SLOE) from a PM&R physician as one of their 3-4 letters of recommendation. Other narrative letters from PM&R or other specialties can still be used. Program websites should be reviewed to be sure any specific program requirements are met.

