

# AALN

LEADERSHIP MINUTE

**Episode 62**

## NAVIGATING RESIDENT RECRUITMENT IN 2025

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# RESIDENCY RECRUITMENT- PRE-INTERVIEW PEARLS:

- Know your programs competitiveness
  - Use recent Match data to determine how many interviews to offer (add a buffer)
  - Utilize applicant signals to help select candidates for interview
  - Utilize Thalamus/Cortex to aid in screening applications
    - AI assisted holistic review
    - Analyzes transcripts, grades, LOR's, etc. to streamline screening process
    - Reduces administrative burden
    - Helps reduce bias
- Virtual outreach to enhance your program's visibility
  - Update your website
    - Include bios of current residents (background, interests, why they chose your program)
    - Include list of past graduates (where they went after residency, testimonials about the program)
  - Establish a Social Media presence (Facebook, Instagram, etc.)
    - Effective way to highlight program culture
    - Engage residents to help create content and maintain accounts (particularly if this is not your strength)
- In-Person Outreach Events
  - Local/regional residency fairs (virtual or in-person)
  - AAN Annual Meeting Trainee and Faculty Networking Reception

# RESIDENCY RECRUITMENT- INTERVIEW PEARLS:

- National organizations (AAMC, AAN's CNPD) continue to recommend Virtual Interviews
  - Benefits of equity/inclusion, reduced financial burdens on applicants
- Virtual Dinners/Meet and Greet the night before
  - Consider small Uber Eats/Grub Hub gift cards to encourage resident participation
  - Opportunity for residents to showcase the program's culture
  - May be the most important interview activity for some candidates
- Consider opening with a PD/PA information session
  - Opportunity to highlight program strengths, areas for improvement, future directions
  - Answering FAQ's in general forum allows more time for personal/individualized interview experience during faculty interviews
  - Consider involving residents on interview panel
    - Applicants get residents' practical perspectives on the program
    - Resident interviewers elicit novel info from applicants compared with faculty
- Closing Group Session
  - Opportunity to address any questions other interviewers couldn't answer



# RESIDENCY RECRUITMENT- POST-INTERVIEW PEARLS

- Formulate a clear policy on “Second Look” days
  - Clear applicant advantages for getting a feel for the culture of the program and the location
  - Should NOT influence rank decisions
  - Ideally should occur after the rank list has been locked
- Consider Post-interview surveys
  - Valuable applicant feedback on what worked/what didn't
  - What is optimal timing to maximize responder rates/get candid feedback?
    - Prior to Match may not get candid feedback
    - Post-match may get lower responder rates/biased sampling
- How will changing immigration policies affect residency recruitment?
  - New federal restrictions on H1B visas (\$100K fee for **new** applications)
    - Visa renewals or transitions from one type to H1B appear fee exempt
  - Increased scrutiny on J-1 visa applications
  - Additional state restrictions in some states





*We'd love to hear your thoughts.  
Please click the link in the episode description to  
share your feedback.*

Presented by the Association of Academic Leaders of Neurology (AALN) in collaboration with the Media Engagement Committee

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