

Fellowship Training Committee
Appropriate Interview Questions for
Micrographic Surgery & Dermatologic Oncology (MSDO) Fellowship Applicants

From the National Resident Matching Program Code of Conduct

https://www.nrmp.org/wp-content/uploads/2022/08/NRMP-Match-Code-of-Conduct_Programs_Final.pdf

- ***Refrain from asking illegal questions***
 - Program directors (PDs) should work with their HR and legal departments to understand and comply with state and federal regulations that govern recruitment and employment activities.
 - PDs also must ensure all recruitment team members are knowledgeable in the dos and “don’ts” of recruitment questions and activities, including but not limited to race, national origin, and sexual orientation. All members of the recruitment team should focus their communication with applicants on the applicant’s interest in and alignment with the program’s mission, aims, and eligibility.
 - Feedback from an applicant with concerns about questions regarding family and number of children
- ***Respect an applicant’s right to privacy and confidentiality***
 - PDs and other recruitment team members may freely express their interest in a candidate, but they must not request an applicant disclose ranking preferences, ranking intentions, or the specialty or locations of other programs to which the applicant has applied or may apply.
- ***Decline to require second visits***
 - Different from a second interview (which may be an in-person visit for those performing first-round virtual interviews).
 - Do disclose if you will be having second in-person visits.
 - Programs should respect the burdens (e.g., financial, logistics) applicants experience during recruitment. Programs are encouraged not to require or imply that second visits are used in determining applicant placement on a rank order list.
- ***Limit post-interview communication***
 - PDs and other recruitment team members must ensure all information related to the program’s mission, aims and eligibility are clearly communicated to applicants. However, applicants may not have adequate time to obtain the information needed to make informed decisions about ranking and may wish to clarify information following interviews.
 - The recruitment team may exchange clarifying information with applicants following the interview but must not solicit or require post-interview communication for the purposes of influencing applicants’ ranking preferences.
 - PDs and all members of the recruitment team should take great care not to promote misleading communication to applicants about ranking intentions and preferences or inappropriately share private information (e.g., letters of recommendation) with outside parties.