



American College of Academic Addiction Medicine

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ACAAM Fellow Interview Guidance Statement

Based on guidance from the [Association of American Medical Colleges \(AAMC\)](http://www.aamc.org), ACAAM recommends that addiction medicine fellowship programs continue to utilize a virtual format for all of their fellowship interviews. To provide an equitable experience for applicants and to align with our commitment to Diversity, Equity & Inclusion, ACAAM recommends that virtual interviews be utilized for both external and internal applicants.

For programs that prefer to offer in-person recruitment activities, ACAAM recommends that they proceed with the foundational principles of DEI in mind while recruiting, interviewing, and selecting candidates. Some examples include (but are not limited to) only offering in-person activities after program match lists have been certified in the National Resident Matching Program; selecting current fellows or recent fellows to plan and execute second look activities such that fellow selection committee members do not interact with those candidates who choose to come in-person to the program; and/or working with your institution to offset in-person recruitment costs incurred by the candidates.

Further information from AAMC is available here: <https://www.aamc.org/about-us/mission-areas/medical-education/interviews-gme-where-do-we-go-here>.

Approved by the ACAAM Board of Directors Executive Committee

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