

Hello Future Emergency Physicians!

We would like to extend a warm welcome from the Highland EM family and are thrilled that you may be considering our residency program for your future training. As you embark on this year's interview trail, we want to provide some useful information and answers for frequently asked questions.

Application Review: we read ALL applications and practice holistic application review. This means we view an applicant's overall performance, interests, and experiences. We do not use test score cutoffs or use exclusionary screening. Rather, we are seeking applicants who align with our missions at Highland.

USMLE and COMLEX: California medical licensing law requires you to pass all the USMLE steps by your 2nd year to obtain a license. USMLE & COMLEX are accepted and not heavily weighted in holistic application review process.

Letters of Recommendation and Standard Letters of Evaluation (SLOEs): We require a minimum of one SLOE from an emergency medicine rotation to begin application review. But we know that as you complete your rotations, more letters of recommendations and SLOEs will be submitted in ERAS. Just contact us through ERAS or by email when additional SLOEs and letters are uploaded. We do encourage letters from emergency medicine rotations.

International Medical Graduates: We welcome applications from international medical school graduates. However we are unable to offer visa sponsorship through our program or institution.

Interview Notifications: We participate in the Unified Interview Release Date

Virtual Interviews: We are following recommendations from the AAMC and Council of Residency Directors and will be conducting the interview process virtually. At this time, we cannot offer in-person visits in the ED or at the hospital.

Resident Employment Contract: Residents at Highland are members of the Council of Interns and Residents (CIR) which is part of the larger union SEIU. The resident contract and more information about union benefits can be found at: <https://www.cirseiu.org/highland-hospital/>

Interview Days: Interview days run from 10am to 3pm Pacific Time with breaks throughout. We interview from November- January.

On behalf of the whole family, thank you again for considering Highland Emergency Medicine for your residency training. We are excited as you pursue the next stage of your career and look forward to potentially being part of your journey!

Best Wishes,
Charlotte Wills MD Program Director
David Duong MD MS Associate Program Director Vicky Lu Program Coordinator
Valeska Hidalgo Program Coordinator