

APDEM Recommendations for the use of Artificial Intelligence (AI) in Recruitment

The Fellowship Recruitment Committee, and APDEM Council, recognize the emerging use of AI in medicine and medical education, including during the recruitment process.

We recommend the use of AI tools in concordance with recommendations from AAMC. A more detailed summary can be found here:

<https://www.aamc.org/about-us/mission-areas/medical-education/principles-ai-use>

Principles For Adopting Use of AI in Recruitment

Adapted directly from AAIM Principles for the Responsible Use of Artificial Intelligence in and for Medical Education

- **Maintain Human-Centered Focus**
A human-centered approach should remain the foundation of AI use in recruitment. AI should not replace human review of applicant files or human decision-making regarding interview invitations or rank order lists.
- **Ensure Ethical and Transparent Use**
AI should be used responsibly and transparently throughout the recruitment process. If a program intends to incorporate AI into recruitment, we recommend informing applicants through the program's website or other recruitment materials.
- **Provide Equal Access to AI**
Individuals involved in the recruitment process should have equitable access to AI tools, ideally through institutionally supported resources, to promote consistency and fairness.
- **Foster Education, Training, and Continuing Professional Development**
We recommend ongoing education, training, and professional development on the appropriate use of AI for all individuals participating in the recruitment process.
- **Develop Curricula Through Interdisciplinary Collaboration**
Programs should develop, implement, and evaluate AI policies and educational resources through interdisciplinary collaboration. The APDEM Recruitment Committee plans to prioritize this area in future initiatives.
- **Protect Data Privacy**
Protecting applicant privacy and data security is essential when using AI during recruitment. We recommend only using secure, institutionally approved AI platforms to protect the privacy of applicant data and information. Programs should avoid entering applicant files, letters of recommendation, demographic data, photographs, or other confidential materials into public or non-approved AI tools.
- **Monitor and Evaluate**
Programs should regularly monitor and evaluate the use of AI throughout the recruitment process and use these assessments to refine practices, improve effectiveness, and promote fairness over time.