

**Resident Selection Process**  
General Application & Selection Process

1. Perspective resident makes contact with Dr. Reed.
2. Dr. Reed will follow-up and discuss the program, the requirements, and provide additional materials, i.e. The Handbook and On-call Manual.
3. The perspective resident will make formal application to Seidenberg Protzko Eye Associates and provide the required materials to ORMatch and Dr. Reed for review.
4. The perspective residents will make formal application with ORMatch.
5. The perspective resident will schedule a preferred on-site interview. Phone interviews are possible and are discuss on a case by case basis.
  - a. Interview Part 1: Typically 2-3 hours of patient care with the Seidenberg Protzko doctors. Interactions will be observed, questions will be asked, and clinical skills and personality will be assessed.
  - b. Interview Part 2: Typically over lunch where more standard & formal interview questions are asked and assessed.
  - c. Interview form is used to make review of candidate materials more uniform.
6. Candidate Review:
  - a. The optometric doctors of Seidenberg Protzko gather together to review and discuss each candidate.
  - b. Candidates are then ranked for the ORMS Match.
  - c. These rankings are then discussed with all of the doctors of Seidenberg Protzko Eye Associates for final ORMS rankings.
7. ORMatch submission:
  - a. The rankings are submitted to ORMatch several days prior to the deadline for the matching process