



## *AIAMConnect*

Medical Education Post Covid-19:  
Recruiting Virtually

Thursday, June 4, 2020

5:00 pm Eastern

# Today's Facilitator

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James "JP" Orlando, EdD  
Chief Graduate Medical Education Officer  
ACGME Designated Institutional Official  
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and  
Director, AIAMC Board of Directors

# Format

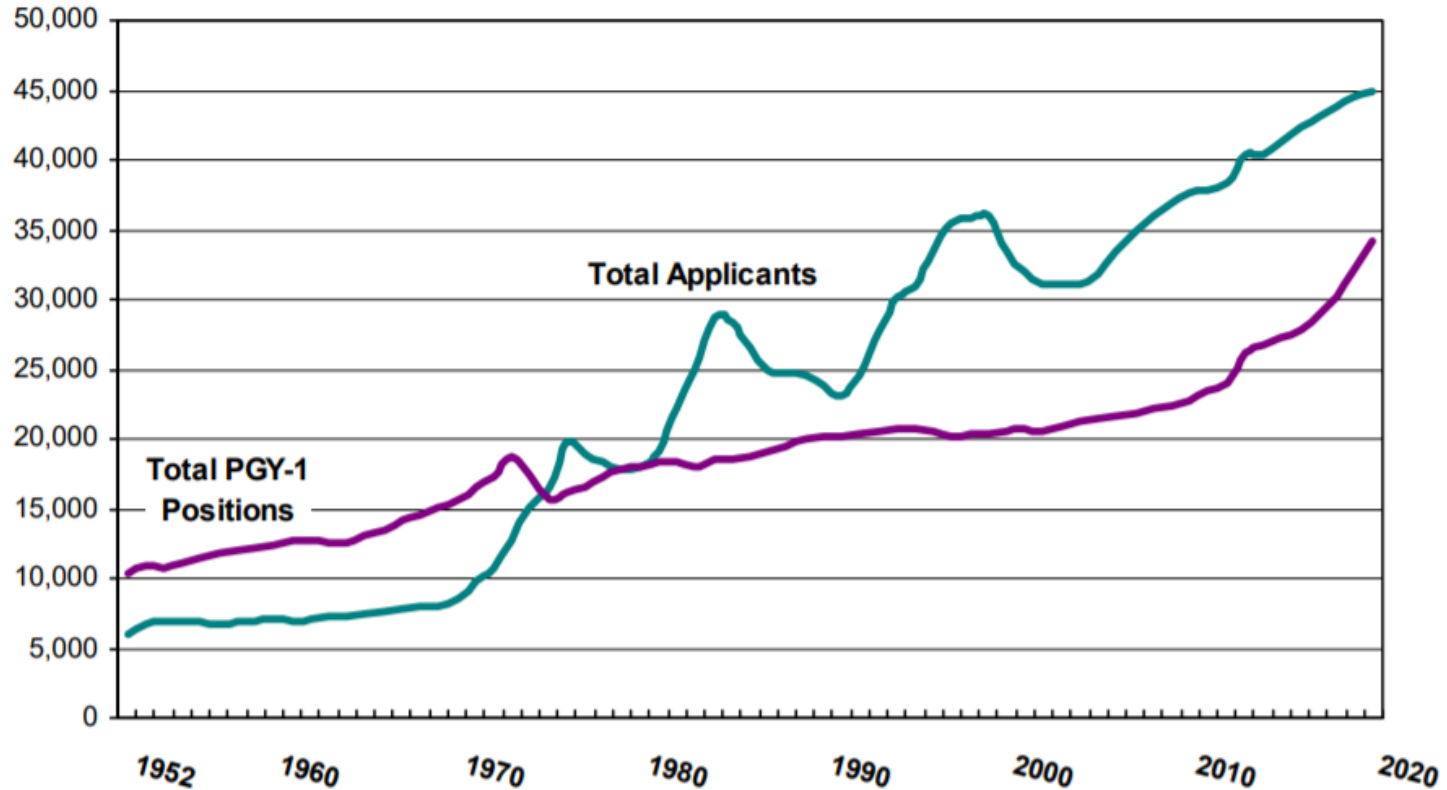
1. Poll
2. Discussion questions
3. Research



# Increasingly more applicants than positions

**Figure 1**

**Applicants and 1st Year Positions in the Match, 1952 - 2020**



NRMP: Results and Data: 2020 Main Residency Match (PDF, 128 pages)

[https://mk0nrmp3oyqui6wqfm.kinstacdn.com/wp-content/uploads/2020/05/MM\\_Results\\_and-Data\\_2020.pdf](https://mk0nrmp3oyqui6wqfm.kinstacdn.com/wp-content/uploads/2020/05/MM_Results_and-Data_2020.pdf)

# Different Times

## Virtual Interviews:

- AAMC is encouraging virtual interviews this recruitment season.
- Resources for “Conducting Interviews During the Coronavirus Pandemic” <https://www.aamc.org/what-we-do/mission-areas/medical-education/conducting-interviews-during-coronavirus-pandemic>

## Coalition for Physician Accountability’s Work Group on Medical Student:

- Recommends that all programs commit to online interviews and virtual visits for all applicants, including local students, rather than in-person interviews
- Recommends that the medical education community commit to **creating** a robust digital environment and set of tools to yield the best experiences for programs and applicants.
- P.6-9 - Virtual Interview Resources

## Another great resource:

- View “**Virtual Residency Interviewing Strategies**” webinar hosted by the University of Arizona College of Medicine Phoenix – Over 2,900 attended...it’s outstanding! [https://youtu.be/yDMaYY9\\_r5g](https://youtu.be/yDMaYY9_r5g)

# New Timelines

## ERAS

- Fellowships access applications August 12, 2020.
- Residencies access applications October 21 (month later than usual)

## NRMP

- ROL moved to February 1, 2021 (15 days later)
- ROL Certification Deadline moved to March 3, 2021 (7 days later)

Compressed recruitment season +  
maintain social distancing =

*opportunities to innovate*



# Poll #1

Who has conducted (or had one of their programs conduct) virtual resident interviews in the past?

1 – Yes

2 – No

# Poll #2

What are your plans for interview season?

1 – all virtual

2 – some programs virtual only and others blended

3 – blended

4 – not sure



# Virtual Resident Interview

## Discussion Questions:

1. What challenges will you potentially face with virtual interviewing?
2. What are strategies to mitigate?



# Virtual Interviews – Issues & Opportunities

- Technical issues (Is there a Plan B?)
- Students may questioning the quality of virtual interviews to inform their ROL.
- What is everyone else doing?
- Need to flatten curve of unpredictability about the interview process.
- Reduce expenses for applicants
- Opportunity to think about what is unqiue

# 2020 Surgical Fellowship Applicant Interview Exp

**Table 1: Residency/Fellowship\* Interview Costs**

CI = Confidence Interval

SD = Standard Deviation

IQR = Interquartile Range

Author/Journal/Date	Applicants	Total Interviews Cost
Cabrera-Muffly et al. in <i>Otolaryngol Head Neck Surg</i> 2017	182 student applicants in the 2016 Otolaryngology residency match and 238 current residents	Median: \$4,000
Polacco et al. in <i>Otolaryngol Head Neck Surg</i> 2017	103 student applicants to two institutions in the 2016 Otolaryngology residency match	Mean: \$6,400 Range: \$1,200 - \$20,000 95% CI: \$5,710 - \$7,090
Fogel et al. in <i>Iowa Orthop J.</i> 2016	43 student applicants to a single institution in the 2015 Orthopedic Surgery residency match	Mean: \$7,119 Range: \$2,500 - \$15,000
Camp et al. in <i>J Surg Educ</i> 2016	312 matched student applicants in the 2015 Orthopedic Surgery residency match	Mean $\pm$ SD: \$5,415 $\pm$ \$3,026 Range: \$450 - \$25,000
Agarwal et al. in <i>J Neurosurg</i> 2016	130 student applicants in the 2014 Neurosurgery residency match	Mean $\pm$ SD: \$7,180 $\pm$ \$3,880
Nikonow et al. in <i>J Urol</i> 2015	173 student applicants in the 2014 Urology residency match	Median: \$7,000 IQR: \$3,000 - \$9,000
Oladeji et al. in <i>Am J Orthop</i> 2015*	78 resident applicants in the 2014 Orthopedic Surgery subspecialty fellowship matches	Mean: \$5,875 Range: \$500 - \$12,000+
Watson et al. in <i>J Surg Educ</i> 2017*	72 resident applicants in the 2014 General Surgery subspecialty fellowship matches	62.3% spent >\$4,000 21.7% spent >\$8,000
Claiborne et al. in <i>Ann Plast Surg</i> 2013	127 student applicants to a single institution in the 2012 Plastic Surgery residency match	Mean: \$6,073 IQR: \$1,848 - \$11,037
Pasadhika et al. in <i>Ophthalmology</i> 2012	69 student applicants to a single institution in the 2011 Ophthalmology residency match	Mean: \$4,530 Range: \$1,200 - \$10,000

Jennifer Tseng MD, How Has COVID-19 Affected the Costs of the Surgical Fellowship Interview Process?, *Journal of Surgical Education* (20220), doi: <https://doi.org/10.1016/j.surg.2020.05.018>

# 2012 Virtual Resident Interview Study

The screenshot shows the journal's navigation bar with links for 'Articles & Issues', 'Collections', 'Journal Info', 'Authors & Reviewers', 'Subscribe', and 'AAO'. The journal title 'Ophthalmology' and the American Academy of Ophthalmology logo are visible. Below the navigation bar, there is a search box and a dropdown menu set to 'All Content'. The article title 'Residency Interview Video Conferencing' is displayed, along with the authors' names: Sirichai Pasadhika, MD, Todd Altenbernd, MD, Richard R. Ober, MD, Erin M. Harvey, PhD, and Joseph M. Miller, MD, MPH. The article is from February 2012, Volume 119, Issue 2, Pages 426-426.e5. The DOI is <https://doi.org/10.1016/j.ophtha.2011.09.032>. The article outline shows sections for 'Appendix' and 'References'. The main text begins with 'Dear Editor: The ophthalmology residency matching has been used in the United States for over 30 years. Each institution reviews applications, and selected applicants are invited for Face-to-Face Interviews (FFIs). However, total interviewing expenses can be costly for applicants, and interview schedules among different institutions may conflict. Video conferencing has been used for personal and business connection, as well as patient care (telemedicine). At the University of Arizona (UA), we developed a Video Conference Interview (VCI) option in addition to traditional FFIs for residency selection in December 2010. Our goals were to minimize applicants' costs and

- ▶ Goal to reduce applicant expenses and increase exposure to faculty and residents.
- ▶ \$4,530 avg applicant expense
- ▶ 50% borrowed money to interview
- ▶ 44% chose video interviewing
  - ▶ 50% also chose F2F dept tour
- ▶ IRB approved post-interview survey
- ▶ No significant difference in percentage between groups ranked in top 25.
- ▶ Virtual interviews can be held outside clinical hours and avoids revenue loss
- ▶ Limitation - Small sample size

Pasadhika S, Altenbernd T, Ober RR, Harvey EM, Miller JM. Residency Interview video conferencing. *Ophthalmology*. 2012; 119(20):426-426.e.5

# 2012 Virtual Resident Interview Study

The screenshot shows the journal's website with a navigation bar at the top containing 'Current Issue', 'Articles & Issues', 'CME', 'Digital Media', 'Residents', and 'Journal Info'. The main content area features the article title 'Live Online Video Interviews Dramatically Improve the Plastic Surgery Residency Application Process' by Melendez, Mark M. M.D., M.B.A.; Dobryansky, Michael M.D.; Alizadeh, Kaveh M.D. The article is from July 2012, Volume 130, Issue 1, pages 240e-241e. A sidebar on the left includes links for Outline, Images, Download, Cite, Share, Favorites, and Permissions. A 'Figure' placeholder is visible below the text.

- ▶ Goal to reduce applicant expenses.
- ▶ Is virtual just as effective as in-person?
- ▶ Surveyed applicant:
  - Ease of discussion
  - Completeness
  - Relevance of conclusions reached by candidate in response to questions
- ▶ \$8,000 avg applicant expense
- ▶ No significant difference in applicants responses except for ease of discussion.
- ▶ All candidates were perceived to be more relaxed during the virtual interviews.
- ▶ Virtual interviews when applicant was on vacation, on-call, in research lab, or at home.
- ▶ Limitation - Small sample size

Pasadhika S, Altenbernd T, Ober RR, Harvey EM, Miller JM. Residency Interview video conferencing. *Ophthalmology*. 2012; 119(20):426-426.e.5

# Poll#3

How effective was your interview process to meet your recruitment goals?

- 1 – Slightly Ineffective
- 2 – Slightly Effective
- 3 – Moderately Effective
- 4 – Extremely Effective

# Virtual Resident Interview

## Discussion Questions:

3. What makes your program special?
4. How do you continually differentiate yourself from other programs when applicants can only experience your program from a distance?

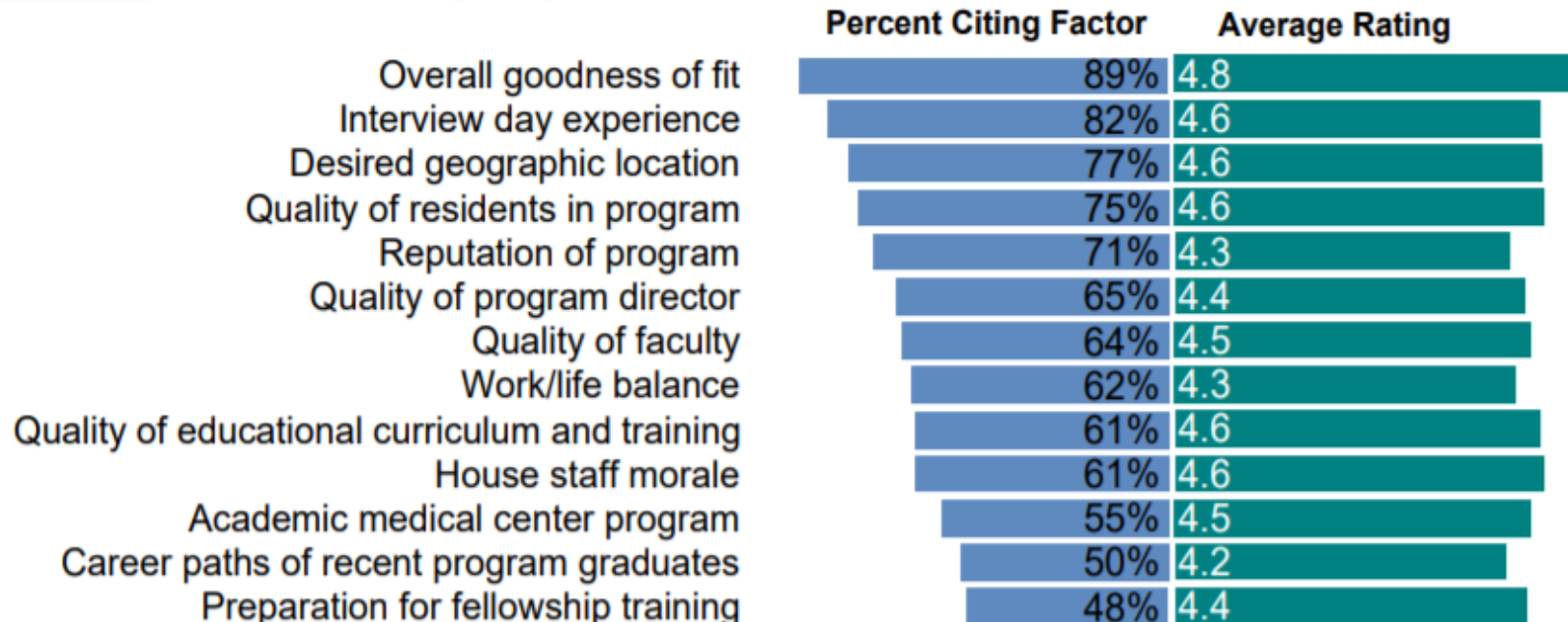


# Overall goodness of fit still #1

Figure 2

## All Specialties

Percent of U.S. Seniors Citing Each Factor And Mean Importance Rating\* for Each Factor in *Ranking Programs*



NRMP: Results of the 2019 NRMP Applicant Survey

<https://mk0nrmp3oyqui6wqfm.kinstacdn.com/wp-content/uploads/2019/06/Applicant-Survey-Report-2019.pdf>



# The Interview in Resident Selection (Meta-Analysis)

REVIEW

## Use of the Interview in Resident Candidate Selection: A Review of the Literature

Alyssa Stephenson-Famy, MD  
Brenda S. Houmard, MD, PhD  
Sidharth Oberoi, BS

Anton Manyak, BS  
Seine Chiang, MD  
Sara Kim, PhD

### ABSTRACT

**Background** Although the resident candidate interview is costly and time-consuming for both applicants and programs, it is considered critically important for resident selection. Noncognitive attributes, including communication skills and professionalism, can be assessed by the personal interview.

**Objective** We conducted a review of the literature on the residency interview to identify the interview characteristics used for resident selection and to ascertain to what extent the interview yields information that predicts future performance.

**Methods** We searched PubMed and Scopus using the following search terms: residency, internship, interview, selection, and performance. We extracted information on characteristics of the interview process, including type of interview format, measures taken to minimize bias by interviewers, and testing of other clinical/surgical skills.

**Results** We identified 104 studies that pertained to the resident selection interview, with highly varied interview formats and assessment tools. A positive correlation was demonstrated between a medical school academic record and the interview, especially for unblinded interview formats. A total of 34 studies attempted to correlate interview score with performance in residency, with mixed results. We also identified a number of studies that included personality testing, clinical skills testing, or surgical skills testing.

**Conclusions** Our review identified a wide variety of approaches to the selection interview and a range of factors that have been studied to assess its effectiveness. More research needs to be done not only to address and ascertain appropriate interview formats that predict positive performance in residency, but also to determine interview factors that can predict both residents' "success" and program attrition.

StephensonA, HoumardB, OberoiS, ManyakA, ChiangA, KimS. (2015) Use of the Interview in Resident Candidate Selection: A Review of the Literature. Journal of Graduate Medical Education: December 2015, Vol. 7, No. 4, pp. 539-548.

# The Interview in Resident Selection (Meta-Analysis)

## ➤ Predictors of future resident performance:

Strategy	Finding
Academic data	Yellow
Blinded vs un-blinded interviews	Red
Clinical/surgical skills	Yellow
Unstructured interviews	Red
Structured interviews (Behavioral)	Green

## ➤ *Interview significantly changes Rank-Order-List*

# 2016 AAMC Report

## ▶ Best Practices for Conducting Interviews

### ▶ Structured

### ▶ Behavioral Event Interviewing

- ▶ Past performance indicator of future performance
- ▶ Identify behaviors of ideal residents and interview for those behaviors through their stories.

### ▶ Attention to Pitfalls

### ▶ Developing the protocol



# Poll #4

What was your applicants level of satisfaction with your interview process pre-COVID?

- 1 – Slightly Dissatisfied
- 2 - Slightly Satisfied
- 3 – Moderately Satisfied
- 4 – Extremely Satisfied

# Virtual Resident Interview

## Discussion Questions:

5. How can we ensure a good applicant experience?
6. How can you ensure a good faculty & resident experience?



# Virtual Resident Interview

## ARTICLE IN PRESS

### PERSPECTIVES

## Virtual Interviews in the Era of COVID-19: A Primer for Applicants

Ruth Ellen Jones, MD, and Kareem R. Abdelfattah, MD

University of Texas Southwestern Medical Center, Department of Surgery, Dallas, Texas

**PROBLEM:** The COVID-19 pandemic is an evolving crisis with widespread impact upon our medical system, including senior trainee travel for fellowship interviews. Numerous institutions have conscientiously deferred in-person interviews or virtual formats. Given the competitive nature of fellowship interviews, candidates may express concern that they are at a disadvantage in engaging in online meetings versus live, on-site interviews, and similarly may feel ill prepared to perform optimally during online interviews.

**APPROACH:** We draw upon our experience with online interview platforms in this guide for fellowship candidates who are rapidly adapting to new technology and styles associated with videoconference interviews so that they can best promote themselves for competitive positions. (J Surg Educ 000:1–2. © 2020 Association of Program Directors in Surgery. Published by Elsevier Inc. All rights reserved.)

**KEY WORDS:** interview, virtual, online, fellowship, COVID

**COMPETENCIES:** Interpersonal and Communication

process, but this is historically rare.<sup>2</sup> Residents may lack experience and skill with virtual interviews given that this is not a widely used method of assessing prospective trainees. Given the competitive nature of fellowship interviews, candidates may express concern that they are at a disadvantage in engaging in online meetings versus live, on-site interviews, and similarly may feel ill prepared to perform optimally during online interviews. At our institution, we have offered online interviews for a variety of positions since 2017, and wanted to share our experience in how a trainee can best show their interpersonal skills during this process. Figure 1 provides anecdotal examples of the concerns both candidates and programs have expressed regarding virtual rather than in-person interviews. This guide provides recommendations for fellowship candidates who are rapidly adapting to new technology and styles associated with videoconference interviews so that they can best promote themselves for competitive positions.<sup>3,4</sup>

### PREPARE TECHNOLOGICAL PLATFORMS

- ▶ Offered virtual interviews since 2017
- ▶ Primer for applicants to show their interpersonal skills.
  1. Setup and test platforms
  2. Optimize physical space (light, quiet, etc)
  3. Perform mock virtual interview (w/mentor)
- ▶ Explain ways to ask questions:
  - Raising hand function
  - Unmuting yourself
  - Chat box – if not audio
- ▶ Great short article to send out ahead of time

Jones RE, Abdelfattah KR. Virtual Interviews in the Era of COVID-19: A Primer for Applicants. J. Surg Educ. 2020, <https://doi.org/10.1016/j.surg.2020.03.02>.

# Virtual Interviewing:

- View “**Virtual Residency Interviewing Strategies**” webinar hosted by the University of Arizona College of Medicine Phoenix – Over 2,900 attended...it’s outstanding! [https://youtu.be/yDMaYY9\\_r5g](https://youtu.be/yDMaYY9_r5g)

## SPLIT Recruitment Process:

1. Site Visit separated from interviews
2. Pre-interview preparation
3. Learn detailed program info through website
4. Interview done remotely via video and phone
5. Time flexible (any combo)

# Takeaways

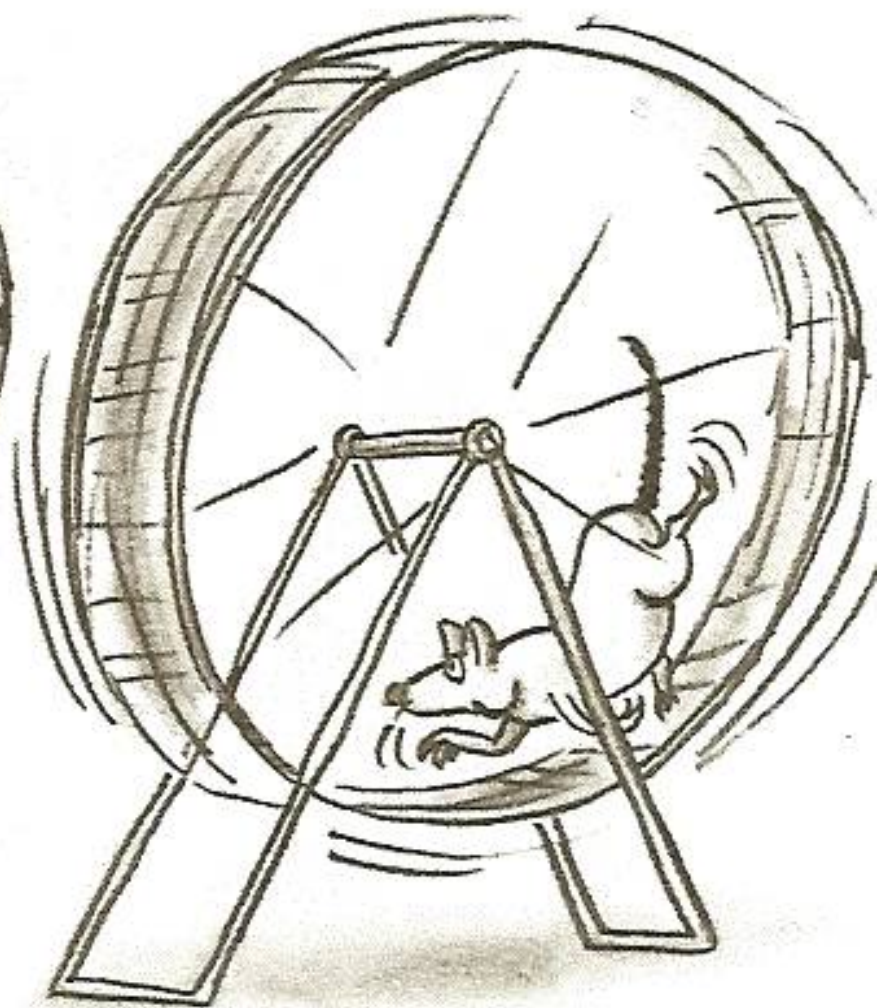
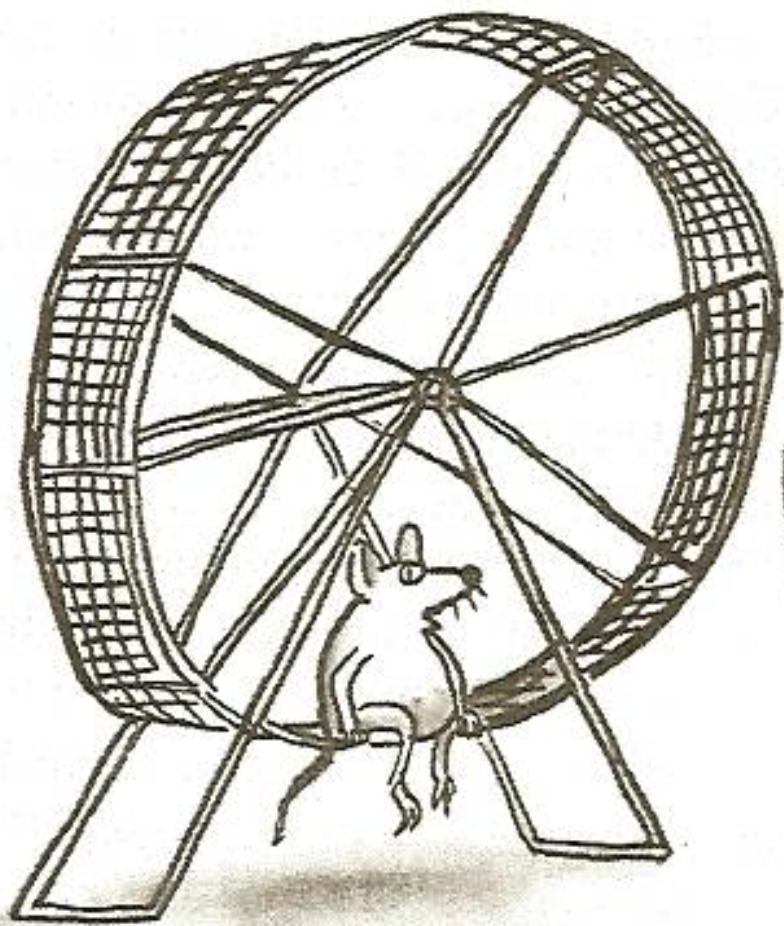




# Meetings in the age of technology

*What a virtual meeting looks like in person*

- [https://www.youtube.com/watch?v=DYu\\_bGbZiiQ&feature=youtu.be](https://www.youtube.com/watch?v=DYu_bGbZiiQ&feature=youtu.be)



KAE

*"I had an epiphany."*