

# Virtual vs In-Person Interviewing

OPDA: Issues in Recruitment

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# In 2020, everything changed.

With innovation, creativity and open minds, virtual interviews were quickly adopted.

## It's 2023.

Where do we go from here?



# Interview Working Group



Name	School/Association	Role
Liesel Copeland, PhD	Assistant Dean of Admissions and Medical Education Rutgers Robert Wood Johnson Medical School	Committee on Admissions, GSA
Jason D'Antonio	Director, Health Professions Program Carnegie Mellon University	AMCAS Advisory Committee Pre-health Advisor
Judianne Kellaway, MD	Associate Dean, Admissions and Outreach UT Health San Antonio	Committee on Admissions, COA
Dori Marshall, MD	Director of Admissions, Associate Dean Jacobs School of Medicine and Biomedical Sciences	Medical School Admissions Officer
Marc Thorne, MD	Otolaryngology, University of Michigan	Residency Specialty Program Director
Michael Dell	Pediatrics, University Hospitals Rainbow Babies & Children's Hospital and Professor, Pediatrics, Case Western Reserve University School of Medicine	Residency Specialty Program Director
Adena Rosenblatt, MD, PhD	Pediatric Dermatologist, The University of Chicago Medical Center	Residency Specialty Program Director, OPDA
Christin (Chrissy) Spatz, MD	Director of Clinical Advising Geisinger Commonwealth School of Medicine	Medical School Advisor
Mary Nguyen	University of Arizona - College of Medicine – Tucson	Medical Student

# To date, for GME we have...

- Reviewed application trends from 2019 to 2023
- Completed a post-2020 literature review
- Conducted focus groups with admissions officers, pre-health advisors, medical students, current residents, and program directors and staff.



# Updated Interview Resources for:

- Medical Schools & Residency Programs
  - Help determine what interview format is best for your institution
  - Promote equity regardless of interview format offered
- Applicants
  - What to expect before, during and after an interview
  - What kind of interview(s) one may encounter
  - Interview Preparation
  - Common interview topics, and more



## Interview Format

## Reasons You Might Choose an Interview Format

## Steps To Success

### Virtual only

- Many applicants are out of state/require travel
- Commitment to reducing carbon footprint
- Flexibility in scheduling
- Sensitive to financial barriers

- Offer virtual recruiting activities to all applicants
- Offer in-person visit days for accepted applicants only\*
- Develop technology standards and training for faculty conducting virtual interviews

### Hybrid (i.e., an applicant can select either in-person or virtual interviews)

- Mix of local and out-of-state applicant pool
- Need to showcase less well-known or rural area
- Flexibility in scheduling
- Gives applicants and faculty choice

- Implement policies, procedures, and interviewer training to ensure standardization across formats and to mitigate risk of bias
- Ensure admissions/selection committees are blinded to interview format
- Tell applicants about steps taken to make the hybrid approach equitable
- Offer virtual recruiting activities to all applicants
- Offer in-person visit day for accepted applicants only\*

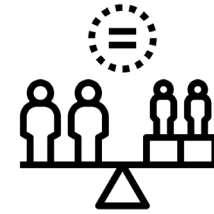
### In-Person only

- Mostly local applicant pool
- Limited financial resources to purchase virtual interview software
- Need to showcase less well-known or rural area

- Offer financial support to FAP or other applicants who need it for travel
- Implement policies and procedures to ensure interactions with applicants outside the interview do not impact interview evaluation

Q What does the AAMC Recommend? X

The AAMC recommends that medical schools, residency, and fellowship programs use a [virtual interview format](#).



**Access & Equity**

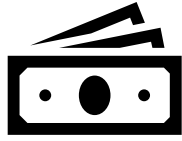


**Applicant Preference**



**Environmental Impact**





# Key Consideration 1

The financial costs associated with interviewing for residency or fellowship programs are high.



ERAS APPLICANT



@CurrentResident

“Interviewing virtually saved me thousands of dollars. I honestly don’t know how residency applicants used to pay for airfare and accommodations for each interview. I had seven interviews in the state of Florida, and none of them were back-to-back. Had interviews been in-person, that would have meant seven separate trips to and from Florida. Not to mention that my medical school was not centrally located or near a major airport which made travel to and from more difficult.”

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# Key Consideration 2

Medical schools, teaching hospitals and health systems, and the AAMC have made commitments to reduce their carbon footprints.



**AMCAS APPLICANT** ✓

@MedSchoolApplicant

“I truly appreciated the interview format commencing through an online/virtual format because I was grateful for the reduced cost--financially and environmentally speaking. I believe that the world and economy can benefit more - so long as it's done right - from transitioning into virtual events as much as possible to mitigate some of our carbon emission-related contributions to the world.”

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# Key Consideration 3

Most applicants prefer virtual interviews or the option to interview virtually.



ERAS APPLICANT



@CurrentResident

"I am thankful I got to interview virtually. It saved me a substantial amount of money and realistically allowed me to interview at more places. I even had the opportunity to interview at two places on the same day (morning and afternoon). This allowed me to take less time off from rotations which I know my preceptors appreciated"

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# Key Consideration 4

Time spent from school, work and/or other commitments due to travel associated with in-person interviews is an undue burden for applicants to bear.



**ASSOCIATE DEAN OF STUDENTS**



@StudentAffairsStaff

“As interview ‘season’ has expanded to cover a several months of the M4 year, it is increasingly challenging for students to be able to interview with an adequate number of programs while also fulfilling the course and elective requirements for medical school graduation. Virtual interviews provide more flexibility for medical students to work around their clinical schedules and also reduce the time away from clinic since there is no associated travel burden. This also allows students greater time and opportunity to not only maintain but also further develop their clinical skills.”

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# Key Consideration 5

Separating assessment and recruitment efforts is an important step to mitigate risk of bias in interview ratings.

# WHAT'S NEXT?

## AAMC RECOMMENDATION AVAILABLE SOON

Goal is to have recommendation discussed today available by first week of May 2023.

## UPDATED INTERVIEW RESOURCES FOR APPLICANTS

Resources aimed at helping applicants understand the types of interviews that may be offered and are equipped to be successful in any interview given format offered. What to expect before, during and after an interview, common interview discussion topics, and more available by June 2023.

## UPDATED INTERVIEW RESOURCES FOR PROGRAMS

Resources are aimed at helping you determine what interview format is best for them and fostering equity in the process regardless of the type of interview offered available by August 2023.

