

Virtual Interviewing Strategies

(The University of Arizona)

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Speakers:

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The Why:

1. Increased interviews needed
2. Excess cost: applicants/programs
3. Faculty burden
4. Resident burden
5. PD efforts duplicated

Outcomes: (established 3 years of online interviews)

- Interviews: up 50%
- Flexibility
- Total visit events: 70%
- 100% of applicants are now interviewed by both PD & APD

How do we do with traditional interview process?

1. Problem residents:
 - Predicted only by negative comments in Dean's letter
2. Pick candidates who are a good "fit"
 - Interactions with residents most import to candidates
3. Appraise a candidate's communication skills and E-IQ:
 - Mixed results, "halo" effect

Goals of Innovating Through Technology:

1. Handle increased applicants
2. Feasibly increase # of interviews
3. Decrease cost for application
4. Increase flexibility for faculty
5. Fewer total visit days/events for residents
6. Better utilize of PD time & efforts

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Work Group on Medical Students in the Class of 2021 moving across institutions for Post Graduate Training Recommendations:

1. Away rotations discouraged
2. Virtual Interviews and visits for ALL applicants
3. Delay the ERAS Opening for Programs and the Overall Residency Timeline
4. Transparent & consistent general communications

Compendium of Resources for the Implementation of Recommendation:

SPLIT Interview & Visit Process:

- Site Visit separated from interviews
- Pre-interview preparation
- Learn detailed program information through a dedicated website
- Interviews done remotely via video & phone
- Timing flexible for each component (remote interview day & site)

SPLIT Recruitment Process: * (ERAS) AAMC Letter specifically address the complex schedule of the interview being online with a step by step process

- Program selects for interview
- Invited applicant website
- Remote interviews separated from visit
- Applicant choose to visit or not
- Visit day focused on applicant needs

Site Visit separated from Interviews:

Visit Days: Evening (10 applicants visit days) selected based on PD & APD availability

Virtual Interview half day (4 applicants each)

- PD: (half day) 4 interviews (15 mins each= 1 hr block time)
- APD: (half day) 4 interviews (30 mins each= 2 hr block time)

Create the Interview & Visit Schedule

- Total number of interview half days required= # of applicant interviewing divided 4 interviews per half day
- PD determined which half das available October-January (or when you start your interview session)
- APD's indicated availability on each of those half days
- PC sends out Outlook calendar "holds" sent to PD & APD's for the dates they signed up for (1-hr or 2hr block- half day)
- PC creates events in ERAS Scheduler
- Applicants invited to sign up via ERAS

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- PC will confirm one week prior to each interview day and send updated calendar invites to both PD & APD locking in the time frame with applicant information
 1. Specific time frame for each interview
 2. Name of applicant
 3. AAMC ID
 4. School
 5. A link to the online standardized file scoring form (also, standardized set of behavioral questions and scoring scale for each applicant)
 6. PC will send out Applicant Interview Agenda (one week prior to interview date)
 7. Resume attached

Pre-Interview Preparation

8. Supplemental information form
9. Interview more targeted discussion
10. APD reviews files & scores it in Fomsite
11. Interview more high-yield

Invited Applicant Website: How

- Platform: Rise/Articulate 360
- Make it engaging, informative
- Videos of APD's, faculty, recent graduates

Ideas

- Small breakout rooms to mimic dinner table discussion
- Video Tour
- Join educational sessions virtually
- Video with Residents (optional with approval from PD)
- Informational Faculty phone call (optional)

Personal Side Notes:

- Zoom has a door bell notification (alert) to inform you when the next applicant enters the "waiting room" This will be the time to wrap up the interview
- Zoom has many tools: Utilize them under the "chat-more" drop down box
- Zoom: Use both video and phone chat
- Standardize interview questions (makes the interview run efficiently)
- Have a waitlist for those cancelations to fill in the slots
- International interviews are not a big issue because mostly are in the states
- Test Run: Video's, equipment, audio, etc. prior to interview day!