

Virtual Fellowship Interviewing – Tips for Effective Interviews

Javed Sheikh, M.D.

Chief and Training Program Director

Dept of Allergy & Immunology

Kaiser Permanente – Los Angeles

Disclosures

- ◆ None

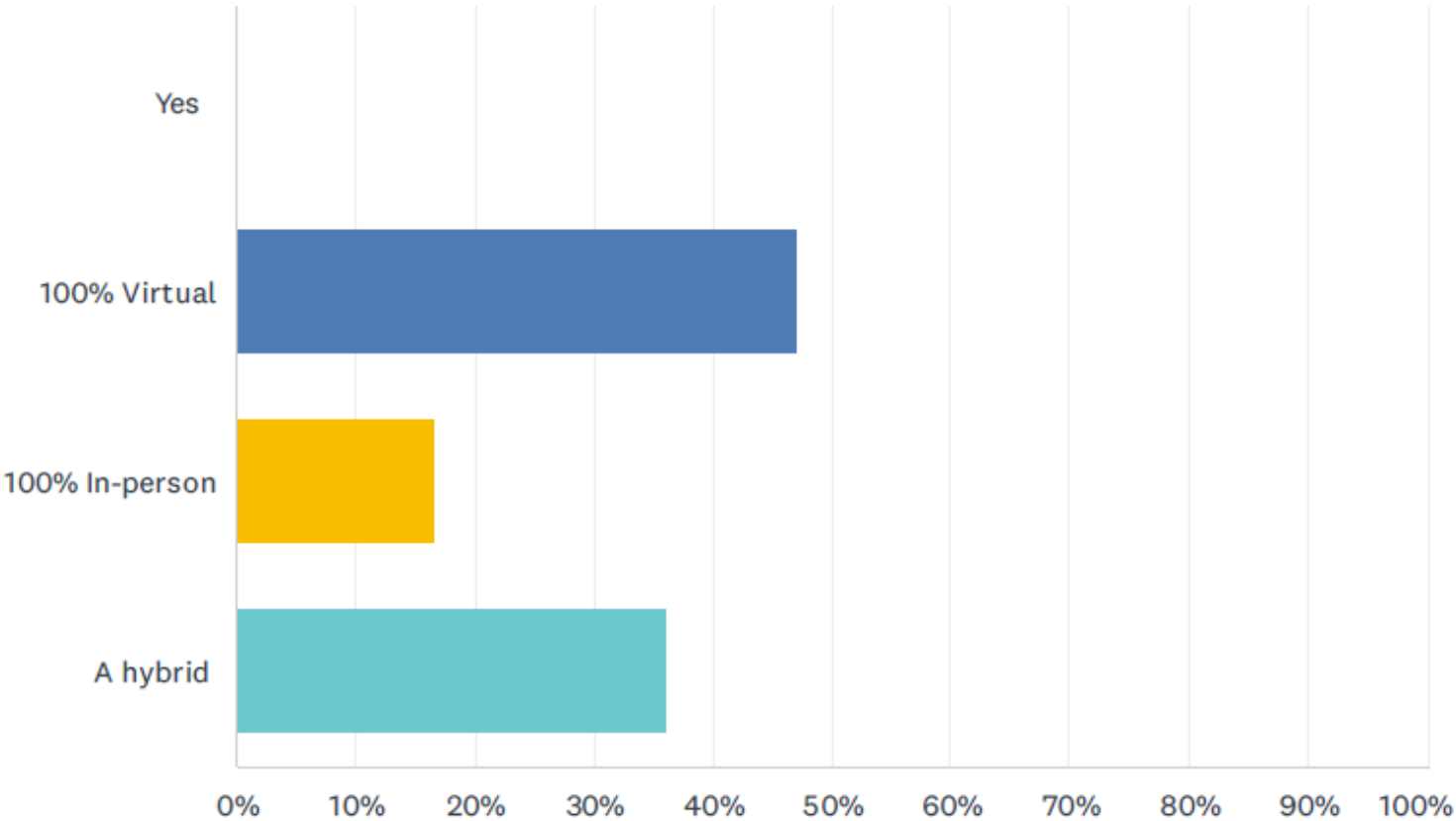
Methods

- ◆ Pre-meeting survey
- ◆ Brief literature search/ review
- ◆ My/our experience
- ◆ Our institution's experience

Pre-Meeting Survey

Q1 Would you prefer that your interview sessions for next year are:

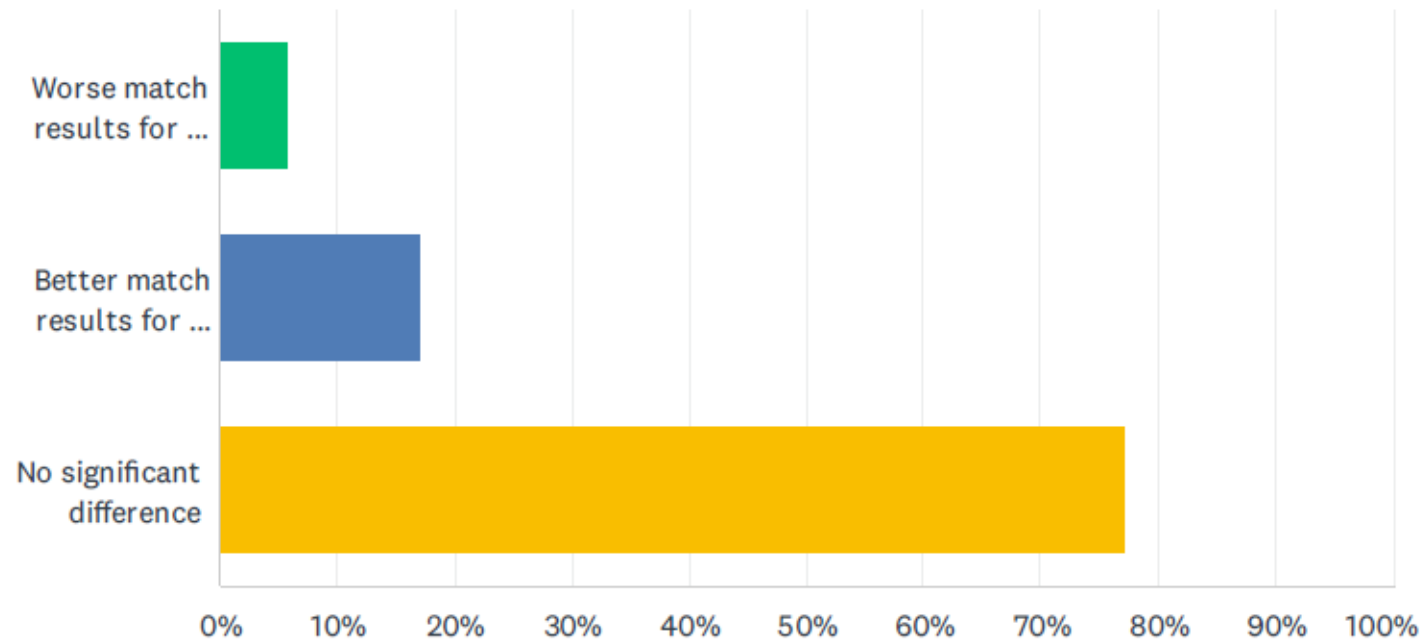
Answered: 36 Skipped: 0



AAAAI-0122-473: 2022 PDA Boot Camp Survey

Q2 With the virtual interviewing process, how did you do in the match compared to the prior years with in-person interviewing?

Answered: 35 Skipped: 1



Virtual Interviewing: Pro

- ◆ Applicants:
 - Less cost
 - Less time away
 - May be able to interview at more places
 - May favor outspoken individuals

Virtual Interviewing: Pro

- ◆ Programs:
 - Less cost (meals etc)
 - Time-efficient/ more candidates
 - Less cancelations/no-shows
 - May allow for scheduling flexibility
 - Day of the week etc

Virtual Interviewing: Cons

- ◆ Applicants:
 - Hard to get a “feel” of the program
 - Do not visit the town/city
 - Cannot get to know fellows as well
 - Harder to express sincere interest
 - May favor outspoken individuals
 - Programs may “blend” in one’s mind

Virtual Interviewing: Cons

- ◆ Program:
 - Harder to ascertain interest level
 - Miss out on F2F intangibles
 - Harder to show candidates the “pulse”
 - May need to interview more

Tips for Success

- ◆ Have a good website/ video! -tours
- ◆ Send materials well-ahead of time
- ◆ Keep the day compact time-wise
- ◆ Consider time zone differences
- ◆ Have faculty ask complementary questions
- ◆ Good help with coordination
- ◆ Individual 1:1 > group video interview

Tips for Success

- ◆ Consider separate virtual social event
 - or at least session with fellows
 - anonymous
- ◆ Make sure the tech works!
- ◆ Schedule enough breaks
- ◆ Smooth transitions
- ◆ Consider having them join for didactics

Tips for Success

- ◆ Consider standardized interview scoresheet
- ◆ Follow-up emails
 - What are the guidelines for contacting?

What Does the Future Bring?

- ◆ Institutions
- ◆ ACGME/ Specialties
- ◆ Hybrid?
- ◆ Signaling
- ◆ Data – have we leveled the playing field?

https://www.youtube.com/watch?v=r_c1JvDDXjo

<https://residency-scal-kaiserpermanente.org/fellowship/allergy>

Virtual Fellowship Interviewing – Tips for Effective Interviews

Javed Sheikh, M.D.

Chief and Training Program Director

Dept of Allergy & Immunology

Kaiser Permanente – Los Angeles