Virtual Fellowship Interviewing – Tips for Effective Interviews

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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:

- Yes
- 100% Virtual
- 100% In-person
- A hybrid

Answered: 36    Skipped: 0
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 cancellations/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

- 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
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