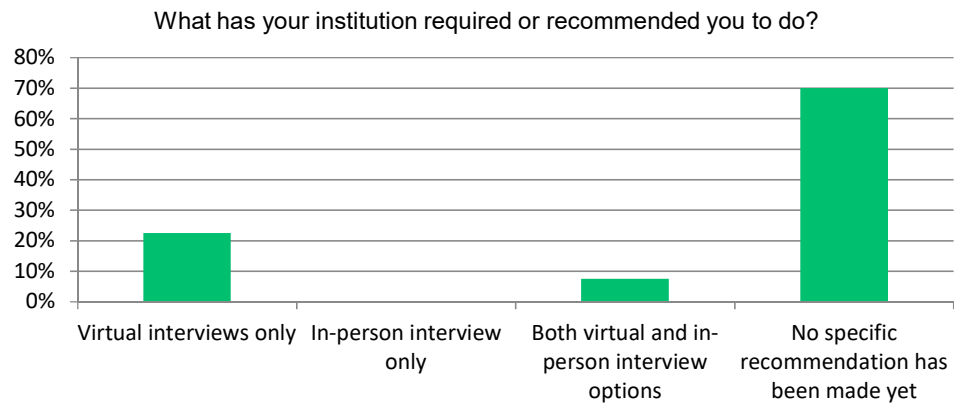


2023 Interview Season Discussion

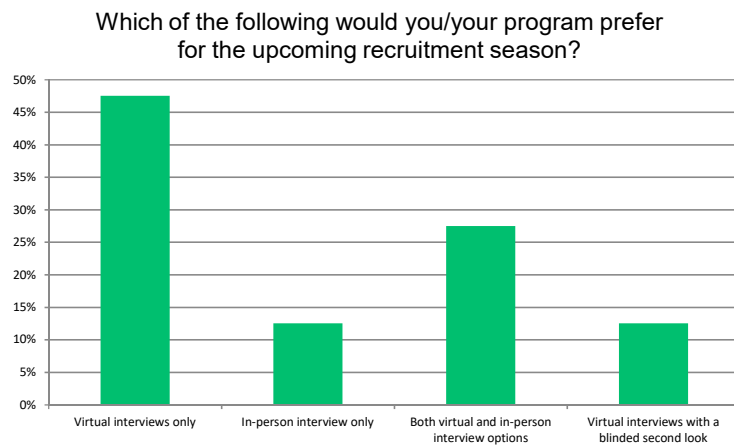
History-

- Summer, 2020 we stopped in person interviews
- Summer 2021, 2022 we recommended a uniform approach- virtual
- Summer 2023- Will we now recommend a non-uniform approach?
 - Fall 2023 post Interview Survey of programs – is it important to be uniform? >75% said “yes”
 - January 2023-
 - Winter meeting panel weighing both options
 - Winter meeting session on meritocracy of recruitment
 - April 2023-Repeat Survey of programs- is it important to be uniform?

Survey data



Survey data



Survey data

Preference	Nov 2022 N=66	Spring 2023 N=40
Virtual	42%	48% (19)
In Person	20%	12.5% (5)
Hybrid	38%	27.5% (11)
Virtual with blinded second look		12.5% (5)
Uniformity matters	>75%	72% (36 answered)

Select Comments

- My institution requires virtual interviews only. I can request an exception if our specialty is uniformly doing in person interviews (i.e. not doing virtual). I think that given many institutions will have similar requirements, it will create inequity across the recruitment season if programs are not uniform.
- I think PD's should be reminded that hybrid interviews are not equitable amongst applicants and favors well resourced applicants versus those who don't have the finances to compete.
- We can acknowledge that each program will do it differently and it can be up to the applicants which programs they will choose to move forward with. Why the fuss? There are many options...
- Would like further discussion on program signaling, especially if there are systematic virtual options.
- Our GME is awaiting recommendations from AAMC which will be in a couple of weeks per our institution

AAMC Table 1. Reasons you might choose one interview format over another and steps to success for each. [Interviews in UME: Where Do We Go From Here? | AAMC](#)

Interview Format	Reasons You Might Choose an Interview Format	Steps to Success
Virtual Only	<ul style="list-style-type: none"> •Many applicants are out-of-state or require travel. •Commitment to reducing carbon footprint. •Flexibility in scheduling. 	<ul style="list-style-type: none"> •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>(i.e., an applicant can select either in-person or virtual interviews)</i>	<ul style="list-style-type: none"> •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. 	<ul style="list-style-type: none"> •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. •Inform 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	<ul style="list-style-type: none"> •Most applicants are not out-of-state or do not require extended travel plans. •Limited financial resources to purchase virtual interview software. •Need to showcase less well-known or rural area. 	<ul style="list-style-type: none"> •Offer financial support to Fee Assistance Program or other applicants who need it for travel.