

## PDA Virtual Business Meeting Chat

00:41:42 Gerry Lee: 1. What are your plans for the upcoming interview season?

- A. In Person – (2/37) 5%
- B. Virtual (34/37) 92%
- C. Hybrid 1/37 3%

00:47:41 Paneez : 100% that's all I ask!

00:47:53 Marcella Aquino: For me, I find it harder to gauge sincere interest with the virtual format

00:48:32 Gerry Lee: The most successful fellows we have ever recruited had strong personal characteristics that only behavioral questions can uncover. The CV doesn't give me insight on those things.

00:48:50 Robert Pesek: Are there other examples of questions that you would be willing to share?

00:50:47 Sindhura Bandi: We also ask questions that align with the mission of our medical center (ie the patient population we work with and the communities we serve) to try to gauge if the program would be a good fit for applicant and vice versa

00:51:04 Ruchi Singla: I may be biased as Becky's former fellow, but I loved that format of interviewing

00:51:22 Becca Surges, AAAAI Director of Research & Training Division: Reacted to "I may be biased as B..." with ♥

00:52:48 Gerry Lee: Do you offer a second look?

- A. Yes (20/37) 54%
- B. No (17/37) 46%

For those who offer a second look, is it through your Division/Section/Program or part of a GME initiative at your Institution?

- A. Through our Division/Section/Program only (7/21) 33%
- B. Both our Division/Section/Program and GME (6/21) 29%
- C. Through GME only with no direct interaction with our Division/Section/Program (8/21) 38%

00:53:56 Tara F Carr: Replying to "We also ask question..."



00:54:47 F. Ida Hsu: Our faculty are not involved at all - our PD coordinates with fellows to run the 2nd look, they tour the hospital and have lunch (they don't go to the allergy clinic). Also very very low uptake on the 2nd look. Maybe 1 per year.

00:55:23 F. Ida Hsu: Our section will pay for lunch.

00:56:52 Paneez : We also don't pay, we don't meet with them only our GME shows them around...other fellows from other programs are involved so they meet other trainees. We get about 3-5 people each year that come (DIO tells us after the fact). Many of who come do end up ranking us high as some end up at our program.

01:00:37 Ruchi Singla: We have to submit our rank list prior to second look. It's organized by our GME, and if candidates are 2+ hours away, they get 1 night paid hotel and whether local/far, they're offered parking pass for hospital or \$50 Uber voucher. GME arranges for the candidate to meet with A/I faculty/fellows.

01:06:55 Marcella Aquino: We give out list to the GME and everyone is invited

01:07:39 Ruchi Singla: We also offer second look to all of our interview candidates, and the invite comes from GME. Good idea to bring up during our interview to preempt their concerns.

01:08:10 Gerry Lee: Did receiving preference signals change your fellowship program's review and selection process this cycle?

- A. Yes, it meaningfully changed how we reviewed and selected applicants (10/35) 29%
- B. Somewhat — it had minor effects on parts of our process (16/35) 46%
- C. No, we reviewed applications the same way as before (8/35) 23%
- D. Our program did not participate in preference signaling (1/35) 3%

01:08:39 Gerry Lee: sorry my zoom crashed :(

01:08:47 Sindhura Bandi: As we gain more experience on signaling, I wonder if the perspective on second looks may change. While not directly related both bring up some similar discussion points

01:10:29 Kate Tuttle she/her/hers: As a 'far away place program' - @Rebecca Saff's statement resonates with me

01:11:09 Tara F Carr: Reacted to "As a 'far away place..." with ❤️

01:13:00 Becca Surges, AAAAI Director of Research & Training Division: Reacted to "As a 'far away place..." with 👍

01:14:19 Jen Heimall: Reacted to "As a 'far away place..." with 👍

01:14:36 Karen S. Hsu Blatman: I thought 5 was too few. It didn't help us much.

01:15:08 F. Ida Hsu: It probably helps "bigger name" programs more than smaller or newer programs

01:17:38 Gerry Lee: One good resource would be to see what advice applicants get, I recommend this video from Bryan Carmody: <https://youtu.be/1HQBDwojwbq?si=fOHi5m4DVkMIQ0Dg>

01:18:47 Devi Jhaveri: Thanks Gerry! This is nice to know what the applicants are getting.

01:18:55 Tara F Carr: Reacted to "One good resource wo..." with 👍

01:22:19 Jen Heimall: January meeting in San Diego? ;-)

01:22:24 Tara F Carr: Reacted to "January meeting in S..." with ☐

01:22:29 Kate Tuttle she/her/hers: Reacted to "January meeting in S..." with 🙄

01:22:32 Becca Surges, AAAAI Director of Research & Training Division: Reacted to "January meeting in S..." with 😊

01:22:33 Amika Sood: Reacted to "January meeting in S..." with 🙄

01:22:37 Gerry Lee: How did preference signals affect your initial screening of applications?

- A. We used signals as the primary screen — signaled applicants were guaranteed a holistic review (8/33) 24%
- B. Signals helped us identify strong applicants we likely would have missed with our usual criteria (8/33) 24%
- C. We reviewed signaled applications first, then moved to non-signaled ones as time allowed (8/33) 24%
- D. Signals did not meaningfully affect how we screened initial applications (9/33) 27%

01:22:47 Devi Jhaveri: Reacted to "January meeting in San Diego? ;-)" with 😊

01:22:51 Gerry Lee: Overall, how would you rate signaling as a tool for improving the fellowship match process in your specialty?

- A. Highly beneficial — I strongly support continuing and refining it (9/33) 27%
- B. Moderately beneficial — useful with room for improvement (12/33) 36%
- C. Mixed — benefits and drawbacks roughly balanced (9/33) 27%
- D. Not beneficial — I would prefer returning to pre-signaling processes (3/33) 9%

01:23:01 Paneez : But you don't know if their partners family is in Columbus!

01:23:23 Frederic F Little: We never have snow in Boston!!

01:23:30 Jen Heimall: Reacted to "We never have snow i..." with 😊

01:23:42 Becca Surges, AAAAI Director of Research & Training Division: Reacted to "We never have snow i..." with 🙄

01:23:54 Tara F Carr: Reacted to "We never have snow i..." with ☐

01:24:17 Michael Nevid: Echo the last comment. As a former trainee it was challenging on my application to make the case that I wanted to train in a different geographic area than I had lived in before and so signaling seems like a nice way for applicants to indicate that

01:24:25 Kate Tuttle she/her/hers: Replying to "But you don't know i..."

We have a spot in the interview eval for this question [like did applicant mention ties to rochester]

01:24:41 Jen Heimall: Reacted to "Echo the last commen..." with 👍

01:30:11 Becca Surges, AAAAI Director of Research & Training Division: Nice to see everyone tonight. Thanks for joining us!

01:30:18 Frederic F Little: Thanks all for participating esp organizers!

01:30:27 Sindhura Bandi: Thank you!

01:30:41 Adriana Andreae: Thank you so much.

01:30:43 Monica Kraft: Thank you!

01:30:48 Devi Jhaveri: Thanks! Great "seeing" everyone!