



Virtual interviews: a Chair perspective



Kirsten Greene, MD, MS
Professor and Chair
UVA Department of Urology



1

Disclosures

Consultant:
mIR pharmaceuticals
Intuitive
J&J

Health publishing:
Elsevier
AUA updates



2

The worries



- Financial impact
- Inadequate website and social media presence
- We will go unmatched
- We are seriously going to match someone we have never met????

3

Financial impact: interview day



Productivity: same

Faculty engagement: same

Cost: same to slightly less due to no dinner with residents(although the residents still have dinner together)

4



Financial impact: marketing and social media

- Web designer
- Hire marketing/videographer/social media expert
- Get more faculty and residents engaging on social media(time and stress outside of work)
- Dedicated social media role in the department
- How do you combat rumors and reputation, communicate change?

UVAHealth
SCHOOL OF MEDICINE

5

Recruitment



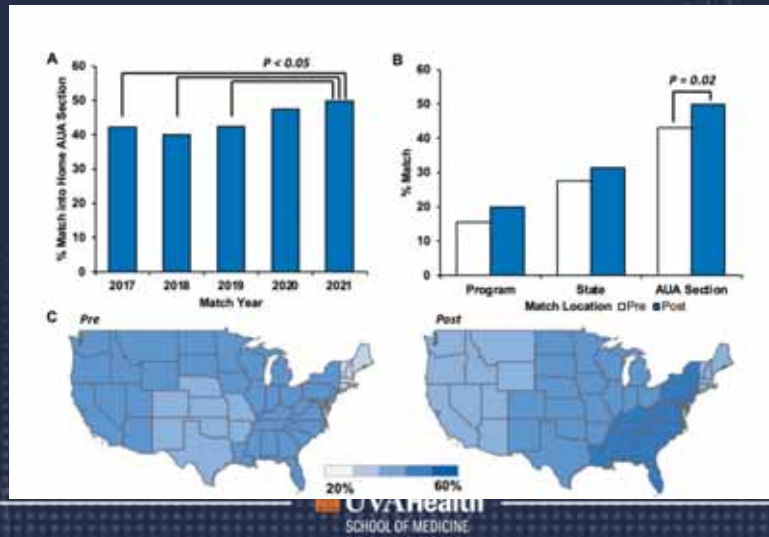
- Perception that smaller programs/less well known in small cities/rural locations may have a harder time
- “too much of a risk” and “not willing to take that leap of faith” to come to a small place they have never been
- More difficult to recruit diverse applicants in locations where it isn’t clear if there is a welcoming or equitable environment
- More difficult to recruit to places that are not leisure destinations

UVAHealth
SCHOOL OF MEDICINE

6

Time trends in regional matching

Patel, Mayer and Taylor J Urol 2021



7

Virtual networking vs in person

“I doubt they will want to come here but it was great to meet them”

Easier to accept an interview somewhere you aren't really interested. This happened in the in person interviews too. Maybe an applicant just wanted to see a well known program or meet the faculty. Now it is easier to do that with no real interest.

UVAHealth
SCHOOL OF MEDICINE

8

It's all about risk

5 or 6 years working closely with someone YOU HAVE NEVER MET!



9

The risk:

Less willingness to rank a stellar virtual candidate who didn't do a subinternship over someone you have met in person.

Less belief that someone is truly interested if they didn't do a subinternship.

Fear that someone may be great on zoom but not great in real life.

Reliance on applicants you have met in person or someone you trust has worked with/vouched may introduce disparity.

10

Virtual format pros and cons

More emphasis on subinterns and home program students

More regionalization of matching (disbelief of interest)

New expense and time required for social media management and engagement

Potential for disparity in use of personal networks to circumvent the risk of the virtual format

Easier to standardize questions and interview day

Less likelihood of last minute cancellations due to travel

Much less expensive



11



Thank you!
kirsten.greene@virginia.edu

12