

Lessons Learned:

Changes Due to Virtual Interviews

Reflecting on Experiences from Program Perspective

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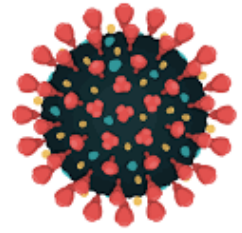
Disclosures

- None related to this talk
- Equity interest and Scientific Advisory Board for Sonomotion, Inc



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Virtual Recruitment



- Most aspects of program can be well represented in Virtual format
 - Applicant personalities, accomplishments and priorities
 - Program personalities, culture, priorities and mission
 - Faculty-resident and resident-resident interactions
 - Training logistical details



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Time with Residents

So important!

Social interactions and social events can be partially replicated

- Purposeful time with the residents
- Different format of social events

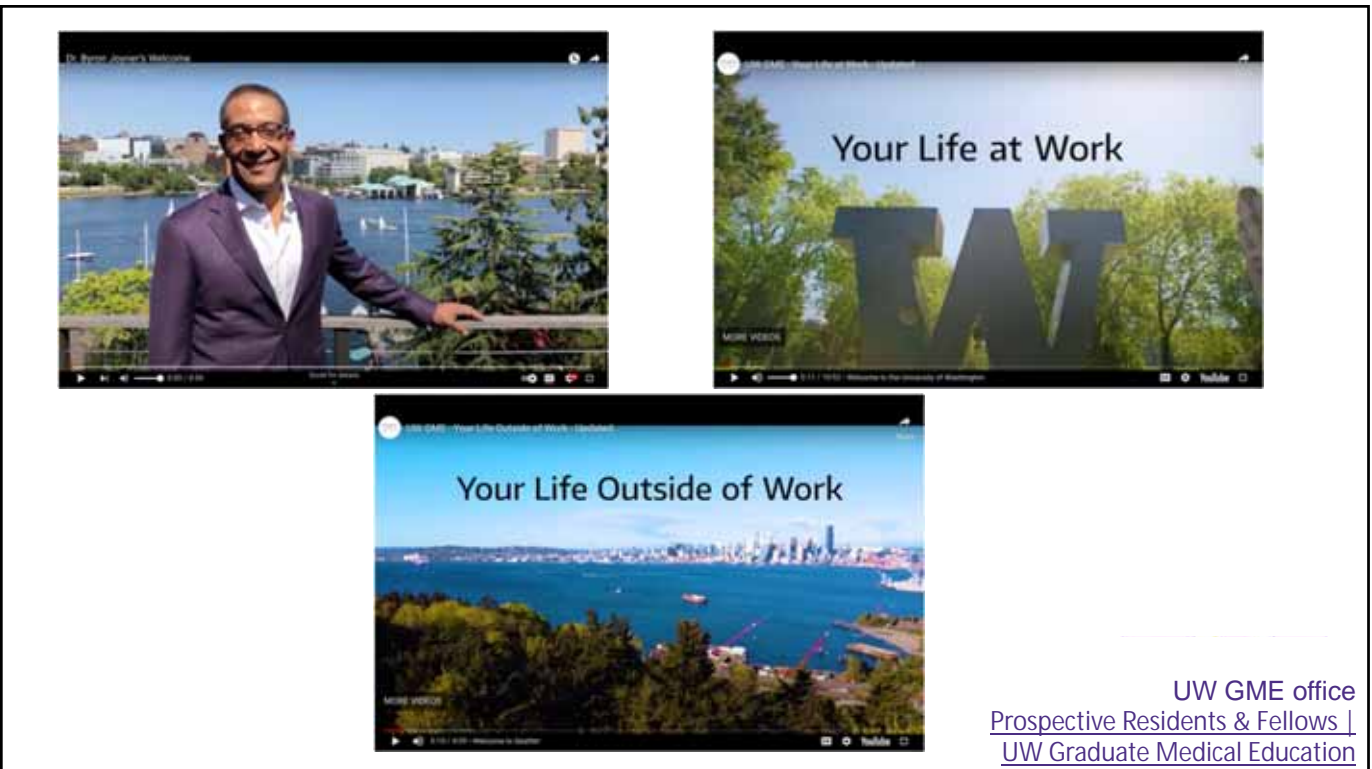


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New Challenges

Inability to experience the city is huge and remains the #1 biggest issue

*personal opinion



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New Challenges

Before the interviews:

- Need to distribute information well ahead of interviews
 - Website, Social media presence, open houses, handouts

Actual interviews:

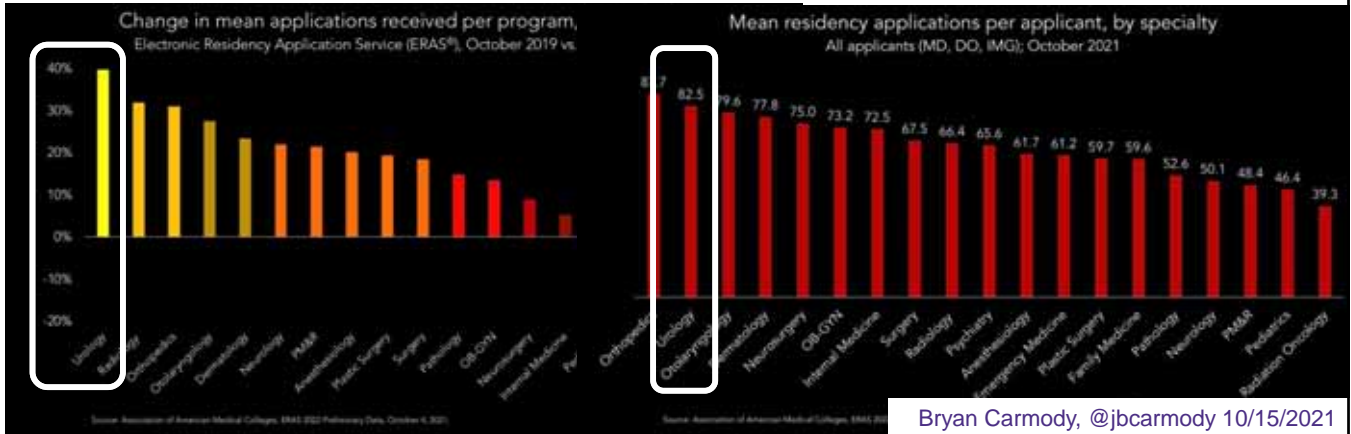
- Time zone considerations
- Technical issues



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Unintended Consequences

- Significant \$\$\$ savings for travel



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Drowning in Applications

- Determining genuine interest is challenging
 - Thank you Preference Signaling
- Shift to holistic review takes even more time



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Unintended Consequences

- Applicants not selecting interviews based on travel logistics
 - But can interview more places
 - Hoarding and uneven distribution of interviews
 - Value of each interview is less



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Decreased Culture and Community

- Applicants not getting informal time with residents
- AND less applicant community building with each other



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If this continues I will lock the sheet until Match day. Blatant hate will not be tolerated. If you all want to discuss DEI or Affirmative action, take it either the Debate tab or Discord where it can be better moderated. -SD

Okay last chance people. I've restored the sheet and deleted the deliberately racist and anti-Asian comments that were posted here. Anything else, and I'll lock up. -SD



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Virtual Recruitment

- Overall good:

- More equitable, less costly for applicants (probably programs)
- Applicant personalities clearly come through
- Most aspects of programs (and applicants) are well represented

But there are new challenges

- Experience program city
- Over-applying
- Applicant community building

