

AAMC Group on Student Affairs (GSA)

Admissions Community Call - Interviews

May 21, 2020
1 pm EDT



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Association of
American Medical Colleges

AAMC GSA Admissions Community Call

Opening Remarks



Lina Mehta, MD - COA Chair
Associate Dean for Admissions
Case Western Reserve University School
of Medicine

AAMC GSA Admissions Community Call - Agenda

➤ Opening Remarks – Lina Mehta, MD, COA Chair

- Purpose and structure of today's call
- GSA Committee on Admissions – Regional Representative and Liaisons
- May 6 Community Call Poll results
- Impacts of COVID-19 on Medical School Admissions Survey Results

➤ Community Discussion

- Orientation and first-year classes for 2020 entering class
- Pros and cons of fully virtual vs. hybrid interview seasons
- Campus tours - virtual, video recordings, other formats?
- Video welcome messages
- Student panels
- Regional travel restrictions
- What technology resources/platforms are available?
- What are the pros/cons of each platform?
- Other topics?

➤ AAMC Updates

- AAMC Virtual Interview and Interviewing Resources

AAMC GSA Committee on Admissions



Lina Mehta, MD – COA Chair
Associate Dean for Admissions
Case Western Reserve
University School of Medicine



Joel Maurer, MD – CGSA Rep.
Assistant Dean for Admissions
College of Human Medicine
Michigan State University Clinical
Center



**Valerie Parkas, MD – NEGSA
Rep.**
Senior Associate Dean of
Admissions and Recruitment
Icahn School of Medicine at Mount
Sinai



LaTanya Love, MD – SGSA Rep.
Associate Dean, Office of Diversity
& Inclusion, Admissions and
Student Affairs
McGovern Medical School
UT Health Science Center at
Houston



**Leila E Harrison, PhD, MA,
MEd – WGSA Rep.**
Senior Associate Dean for
Admissions and Student Affairs
Washington State University
Elson S. Floyd College of
Medicine



**Kathleen Kashima, PhD
GSA SC Vice Chair**
Senior Associate Dean of Students
University of Illinois College of
Medicine



**Marlene Ballejos, PhD, MPA
COSDA Liaison**
Vice Chair for Diversity, Equity & Inclusion
Assistant Dean for Admissions
The University of New Mexico School of Medicine



**Francie Cuffney, PhD
NAAHP Liaison**
President, NAAHP
Professor of Biological Sciences;
Department Head, Biology, Meredith
College



Ebony White - OSR Liaison
MD Candidate, Class of 2020
Wayne State University School of
Medicine

AAMC GSA Admissions Community Call

How will you conduct interviews this year?

May 6, 2020 - COA Community Call Poll Results

We are planning for a completely virtual interview season	We are planning a hybrid season (virtual and in-person)	We are planning for in-person interviews	Undecided	No Answer
18%	12%	1%	39%	30%

AAMC GSA Admissions Community Call

In response to this global pandemic, has your institution decided to revise your interview process for the 2021 application cycle?

Impacts of COVID-19 on Medical School Admissions Survey Results

Yes	No	Undecided
36%	7.2%	36%

AAMC GSA Admissions Community Call

Community Discussion

- Orientation and first-year classes for 2020 entering class
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AAMC Virtual Interview

Committee on Admissions Community Call

May 21, 2020



Objectives

- Describe AAMC's offerings to support applicants and schools as they transition from in-person to virtual interviews
 - Virtual Interview Guidance
 - Admissions Interview Webinar Series
 - AAMC Virtual Interview

Virtual Interview Guidance

The screenshot shows the AAMC website with a navigation menu on the left and a main content area. The main content area features a header for 'MEDICAL EDUCATION' and a title 'Conducting Interviews During the Coronavirus Pandemic'. Below the title is the date 'MAY 14, 2020' and social sharing icons. The main text discusses the need for virtual interviews and lists resources for admissions officers and program directors. A green oval highlights the 'AAMC Resources for Admissions Officers' section.

MAY 14: NEW INFORMATION ABOUT THE FUTURE OF IN-PERSON AAMC MEETINGS. LEARN MORE.

STORE HELP CONTACT US SIGN IN

MEDICAL EDUCATION

Conducting Interviews During the Coronavirus Pandemic

MAY 14, 2020 SHARE: f t in e

Given the need for all of us to support the nation's public health efforts, the AAMC strongly encourages medical school and teaching hospital faculty to conduct all interviews with potential students, residents, and faculty in a virtual setting – either by phone or through video conferencing.

The academic medicine community is not alone in facing this challenge. LinkedIn, Google, Facebook, and Amazon have all halted on-site job interviews indefinitely and multiple resources exist for conducting virtual assessments. The AAMC will continue working with the Group on Resident Affairs, Group on Faculty Affairs, Group on Student Affairs, and others to collate and post resources as they become available.

AAMC Resources for Admissions Officers

- [Virtual Interview Tips for Admissions Officers \(PDF\)](#)
- [Virtual Interview Tips for Medical School Interviewers \(PDF\)](#)
- [Virtual Interview Tips for Medical School Applicants \(PDF\)](#)

AAMC Resources for Program Directors

- [Preparation Guide for Applicants Participating in Virtual Interviews \(PDF\)](#)
- [Best Practices for Conducting Residency Program Interviews \(PDF\)](#)
- [Virtual Interview Tips for Program Directors \(PDF\)](#)
- [Virtual Interview Tips for Interviewers \(PDF\)](#)

Admissions Interview Webinar Series

Admissions Officers

Considering a virtual interview?

Developing a virtual interview

Interviewers

Conducting live virtual interviews

Minimizing the risk of unconscious bias

Applicants

Completing a virtual interview

Free for all schools & applicants!

AAMC Virtual Interview

Free for all
schools &
applicants!



The challenge

- Unprecedented challenges in conducting in-person interviews for the AMCAS 2021 cycle
 - Possibility of additional stay at home orders this fall
 - Safety of airline travel
 - Financial hardship of traveling
- AAMC is uniquely positioned to offer a rapid solution to this challenge
 - 4 years of experience administering a virtual interview for residency selection
 - In-house experts on interviews
 - Trusted vendor

AAMC Virtual Interview



Manager Login

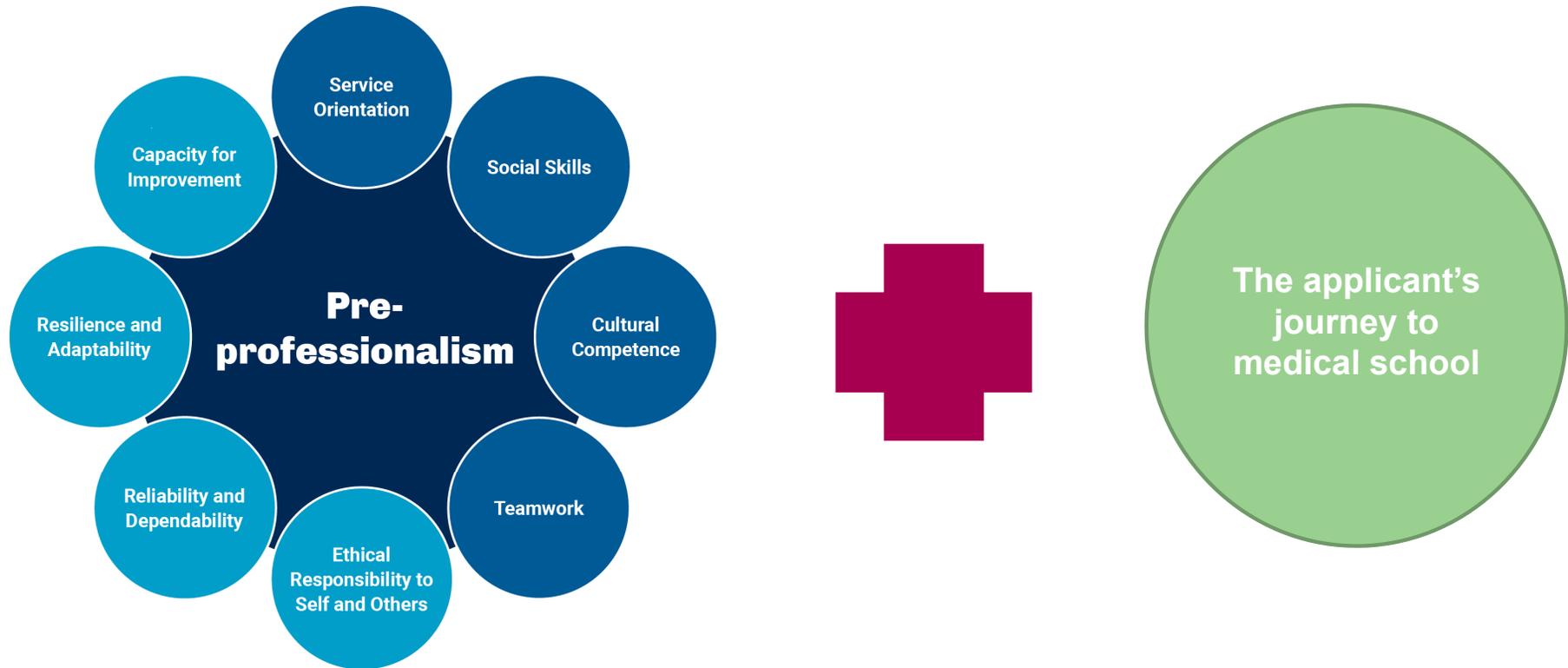
<input type="text" value="Username"/>	<input type="text" value="Password"/>
<input type="checkbox"/> keep me logged in	forgot login?
<input type="button" value="Go >"/>	

Applicant Login

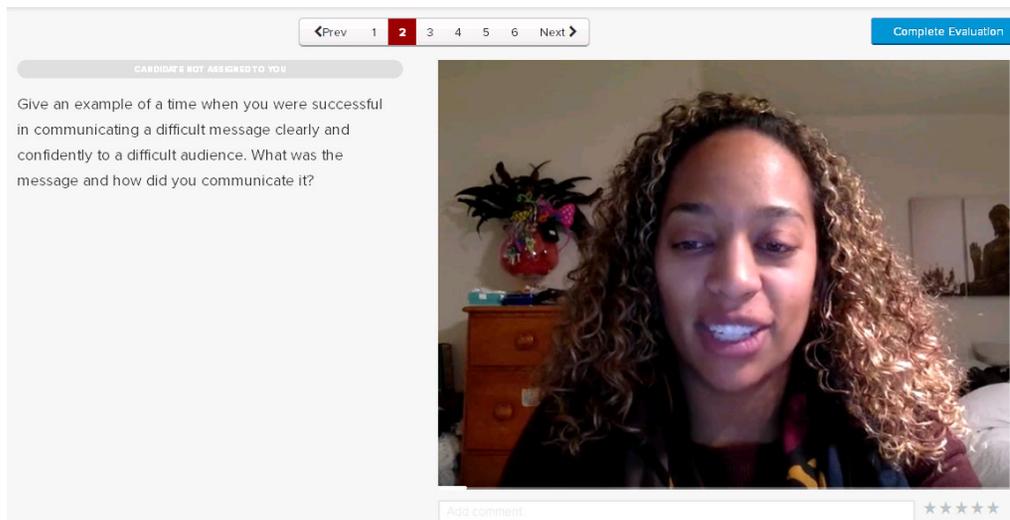
<input type="text" value="Enter interview code to begin"/>
<input type="button" value="Begin >"/>



What does the AAMC virtual interview measure?



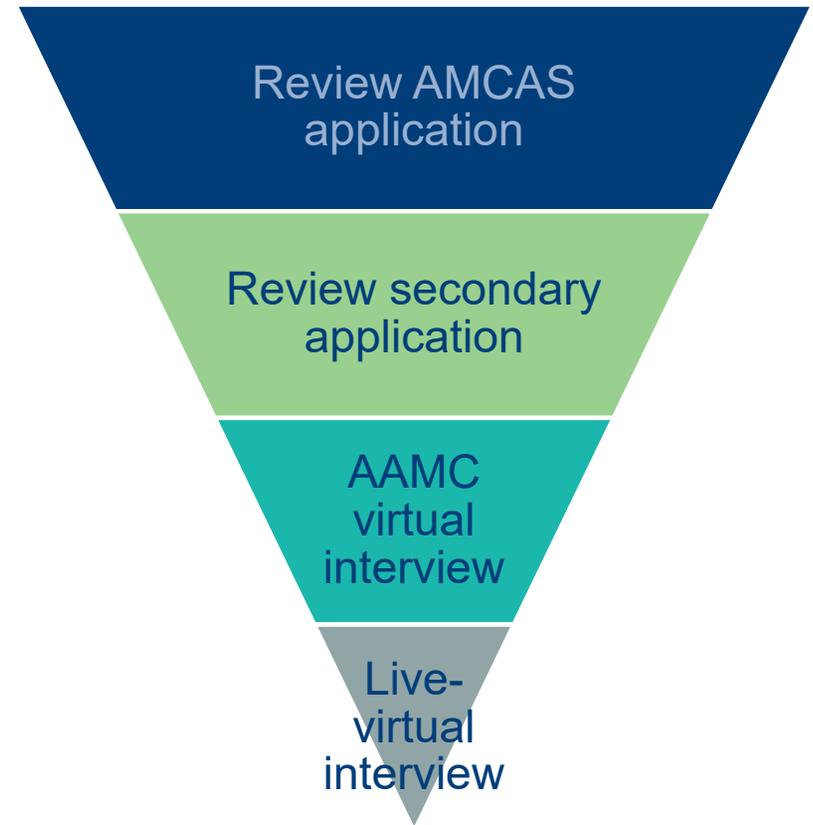
What is the format?



- Online
- Text-based questions
- Audio/video response
- 6 questions
- 21 minutes of interview time
 - 30 sec to read each question
 - 3 min to respond per question
- Videos will be available to medical schools immediately upon completion

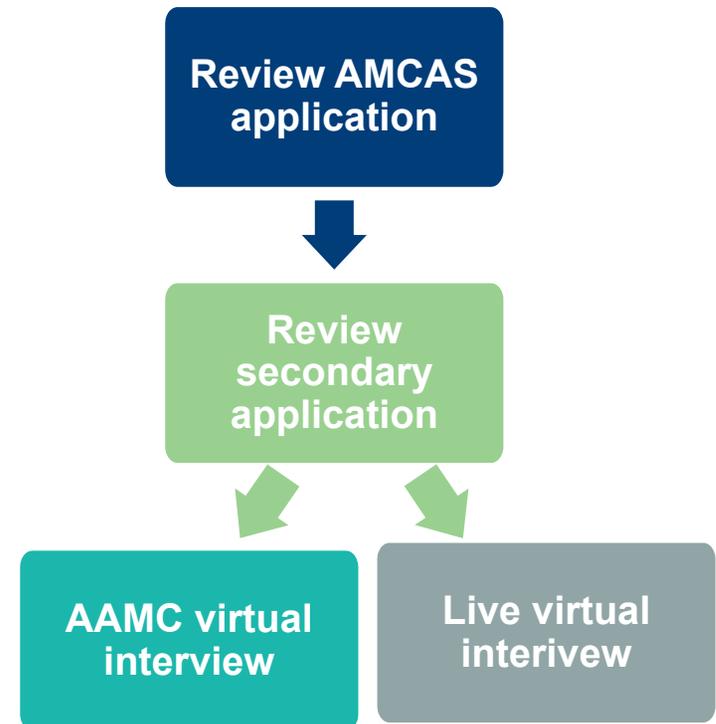
Let's dig deeper into how the tool could fit into your process

- Pair the AAMC virtual interview with a live virtual interview (or in-person) to replace your in-person MMI or interview this year
- We envision two ways you might do this:
 - Screening tool



Let's dig deeper into how the tool could fit into your process

- Pair the AAMC virtual interview with a live virtual (or in-person) interview to replace your in-person MMI or interview this year
- We envision two ways you might do this:
 - Screening tool
 - Along side a live interview



Benefits of using the AAMC virtual interview

Refocus live interviews on other important areas, like mission alignment and recruiting

Offer flexibility to faculty and staff by allowing them to view videos on their own time

Obtain comparable information about applicants' core competencies

Reduce the number of live interviews and/or interview time given the information already collected from applicants

Increase fairness by using a standardized process for all applicants

You may realize additional benefits if you use the AAMC virtual interview as a screening tool

Refocus live interviews on other important areas, like mission alignment and recruiting

Offer flexibility to faculty and staff by allowing them to view videos on their own time

Obtain comparable information about applicants' core competencies

Reduce the number of live interviews and/or interview time given the information already collected from applicants

Increase fairness by using a standardized process for all applicants

Be more confident that the applicants you invite to the live interview are a good fit

Further reduce the burden of scheduling live virtual interviews due to fewer applicants

AAMC Virtual Interview – The Logistics



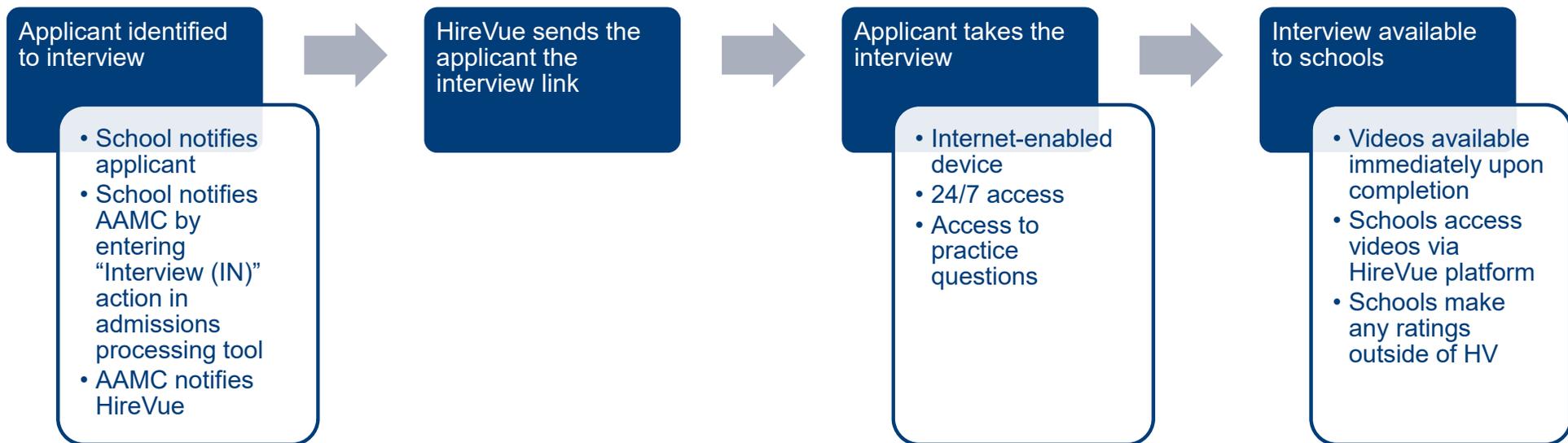
In order to move quickly, we have to control scope

In Scope	Still Exploring	Out of Scope
<ul style="list-style-type: none"> MD and MD-PhD applicants to schools participating in AMCAS 	<ul style="list-style-type: none"> MD and MD-PhD applicants to schools participating in TMDSAS 	<ul style="list-style-type: none"> School-specific add-on questions or live follow-up interview
<ul style="list-style-type: none"> Schools access videos and score them independently 	<ul style="list-style-type: none"> Practice interview for applicants 	<ul style="list-style-type: none"> Opening to DO applicants
<ul style="list-style-type: none"> Training and guidance on how to score interviews using a standardized process and use interviews in admissions decisions 		<ul style="list-style-type: none"> Standardized scores provided by the AAMC
<ul style="list-style-type: none"> Tips on taking virtual interviews and sample questions for applicants 		

Who is eligible to take it?

- AMCAS 2021 applicants who have been invited to interview by one or more AMCAS schools using the virtual interview:
 - MD applicants
 - MD-PhD applicants
- Applicants will only need to take the core interview ONCE, even if they are invited by multiple schools

How will this work?



DRAFT

When will the interview be available?

July						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October						
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				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26		
27	28	29	30			

December						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

February						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

 Interview invitations sent

Target Timeline

DRAFT

Activity	Target Date
Open registration for schools	6/15 to 7/13
Launch the AAMC virtual interview webpage <ul style="list-style-type: none">• Essentials document• Tips for taking the AAMC virtual interview and sample questions• Practice interview (tentative)• List of participating schools• Accommodations request process	6/15
Update MSAR and AMCAS pages with lists of participating schools	6/22 to 7/13 (updated regularly)
AAMC virtual interview training for schools <ul style="list-style-type: none">• How to use the AAMC virtual interview in your admissions process• Minimizing unconscious bias in virtual interviews	Week of 7/20 (live) Post on admissions officers restricted access page
Open AAMC virtual interview for schools	7/27 to 4/30
Open AAMC virtual interview for applicants	8/1 to 4/30

Policies to support the AAMC video interview

- Accommodations
- Technology retakes
- Deadlines will be at the schools' discretion
- “No shows” and extensions will be handled at the schools' discretion

What resources will be available?

Schools

How to use the AAMC virtual interview

Minimizing the risk of unconscious bias

Scoring guidance

Applicants

Virtual Interview Tips

Sample questions

Practice interview
(tentative)

How do I sign up my school

- Contact schoolrel@aamc.org to let us know you're interested
- Attend the AAMC Virtual Interview informational webinar (coming in early June)
- Discuss with colleagues and obtain appropriate permissions
- Electronically sign the AAMC Virtual Interview Terms and Conditions