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## AAMC Video Interview Tool for Admissions (VITA)

### Medical School Frequently Asked Questions

#### General

[What should I do if applicants and advisors ask an AAMC VITA question I can't answer?](#)

Advise applicants and advisors to contact [askVITA@aamc.org](mailto:askVITA@aamc.org).

[Why did the AAMC develop the AAMC VITA interview?](#)

Given the need to conduct safe interviews during the COVID-19 pandemic, the AAMC collaborated with relevant parties to create a virtual interview program for the 2021 application cycle.

[How does the remote interview work?](#)

The AAMC is able to offer the AAMC VITA interview with the assistance of its delivery administrator, HireVue, using the HireVue video interviewing platform. This is an online, one-way recorded interview; there is no human interviewer. Throughout the recorded response, the applicants' *face must be visible* to ensure identity verification by the medical school and *his/her voice must be audible* to permit evaluation by the medical school.

[How much does the AAMC Video Interview Tool for Admissions cost?](#)

The AAMC VITA is delivered at no cost to interviewees during the 2021 application cycle (i.e., August 6, 2020, through April 30, 2021).

[What is AAMC doing to prevent bias on the AAMC VITA?](#)

AAMC has taken steps to minimize the risk of bias on the AAMC VITA interview. First, all questions were reviewed by medical school subject matter experts to ensure they did not contain any biased or sensitive content. Only questions that passed the review are eligible to be included on the interview. Second, AAMC requires admissions committees from all schools that use AAMC VITA to complete unconscious bias virtual interview training. Lastly, the AAMC VITA interview, while not scored by the AAMC, is modeled after the AAMC Standardized Video Interview (SVI), for residency applicants. Applicants who participated in the SVI were provided scores, and there were no differences in SVI scores between Black, Hispanic, Asian and White applicants.

[Can TMDSAS-participating schools use the AAMC VITA interview?](#)

Our IT team has learned more about the implementation for both the core product as well as what it would take to offer the new AAMC VITA interview to TMDSAS participating schools and programs. Only AMCAS participating schools and programs will participate in AAMC VITA during the 2021 application cycle. Please know we have every intention of offering the AAMC VITA interview to all AAMC member schools in the future should the interview continue beyond this admissions cycle.

#### Interview Security

[How will AAMC ensure the applicants' identity?](#)

Invitations will only be sent to applicants who applied via AMCAS and were selected to interview by one or more schools. However, AAMC will not ensure identity before allowing them to interview. We will not require them to show their ID, etc. Since schools will have the opportunity to view videos, it will be their responsibility to verify that the applicant in the interview video either matches the picture your school collects as part of the secondary, if applicable and/or the person who shows up for a follow-up live interview or upon matriculation.

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### What is AAMC doing to ensure the security of interview questions?

The AAMC has taken steps to develop an extensive question bank to address the issue of unfair advantage due to prior exposure. In addition, applicants agree to the *AAMC VITA Terms and Conditions*, certifying that they will not collect, share, or in any way distribute the interview questions to anyone. Applicants are subject to an Investigation if found to have breached the security of the video interview.

### Are the questions going to be the same across all applicants?

No, just like how the MCAT exam and the Step exams have different forms, the AAMC video interview will also have different forms. Each form will have different questions, but the questions will be designed to measure the same competencies. We'll work to ensure that the forms are a similar level of difficulty. We'll also include information in our training about how to compare responses from different forms. We use different forms to help maintain security of interview questions.

## Use and Value of the AAMC VITA Interview

### How do you envision the video interviewing working in my admissions process? Can schools use a hybrid (video/in-person) process?

We expect that most schools—and applicants--will still want to have live interaction with applicants prior to making an acceptance decision. We think the AAMC video interview will pair well with your virtual (or in-person) MMI or traditional interview.

You could administer the AAMC interview as a screening tool to help you decide whom to invite to a live virtual (or in-person) interview. This approach would allow you to schedule live interviews with a smaller number of applicants. You could reduce the number of live interviews, shorten their length, and/or focus on different topics since you will have already heard how they responded to questions about the core competencies on the AAMC VITA interview.

### How will using the video interview enhance my admissions process? Why should I use the video interview?

The benefits of using the video interview include:

- Offer flexibility to interviewers by allowing them to watch videos on their own time; there's no need for them to give up clinical time
- Obtain comparable information about applicants' core competencies
- Increase fairness by using a standardized process for all applicants
- Reduce the number of live interviews and/or the length (minutes) of live interviews given the information already collected on the video interview
- Refocus live interviews on other important content (like mission alignment and recruiting)

If you use the video interview to help you decide whom to invite to the live interview, you may also realize additional benefits:

- Be more confident that the applicants you invite to the live interview are a good fit
- Further reduce the burden of scheduling live interviews due to fewer candidates

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## Inviting Applicants to the AAMC VITA Interview

### How will applicants be invited to the interview? When will invitations be released?

There is a simple three step process for inviting applicants to the video interview.

1. It's important for the admissions process to be driven by schools, we recommend that schools notify applicants that they were selected to complete the video interview. *(We provided draft email and website communications that you can modify and use to communicate with applicants.*
2. Next, the school will enter the "Interview (IN)" admissions action into their admissions processing tool. Once the system communicates the action and it is received by AMCAS, the information will be shared with the HireVue system in alignment with the schedule. This will trigger an email invitation to be sent to the applicant from the HireVue system.
3. Applicants will be invited to interview with a personalized email that comes directly from HireVue on a set schedule each month. Email invitations will be sent at 8:00 a.m. Eastern Time every Thursday from August 2020 through April 2021.

### What is the timeframe from the time the student is "invited to interview" for them to complete the interview?

The video interview will be open from Thursday, August 6, 2020 through April 30, 2021. Given the long interview window, we recommend that schools provide deadlines to encourage applicants to complete the interview in a timely manner. We recommend a two-week deadline.

### What would be the processing time before it is available for the schools to view?

Your applicant's videos will be available to view in the HireVue system immediately upon his/her completion of the video interview.

### How should I interpret interviews that are available immediately or very quickly after the invitations are sent?

In the second round of interview invitations (i.e., mid-August 2020), it is possible that applicants' videos will be available to view immediately or very quickly after the invitations are sent. Schools should not overinterpret quickly available interviews. These applicants may have been invited to interview by another school or they may have simply set aside time to complete the interview on invitation day.

## Using HireVue

### How would institutions access the videos, especially if they use an outside vendor for collating the application portfolio?

Participating schools will have access to the HireVue interview platform. School users will log into the HireVue platform to watch applicants' videos. We recommend that you take notes and/or make ratings in your external system.

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#### Will we receive an email notification when videos are recorded?

This is a customizable field in the HireVue evaluator view. The default setting in HireVue is to receive an email notification when a candidate completes an interview. However, you may turn that setting off if you do not wish to receive these notifications.

#### Will the AAMC be identifying to schools which of the entering core competencies should be reflected in each scenario?

Yes, the display shows the text of the question alongside the applicant's video response. AAMC will tell the schools the order in which each competency is assessed (e.g. question 2 will always be Social Skills, question 3 will always be Teamwork, etc.) once we finalize that and the forms are built.

#### Will videos be presented as one long interview or separated by question?

The video responses are separated by questions. So, there are six separate videos. This feature will make it easier for evaluators. When they click on a question, they'll see the text of the question and the video response. They can watch all six back-to-back or watch them one at a time, depending on their schedule. You might also assign different questions to different evaluators. One neat feature is you can set the system to either advance to the next question (Applicant A, Q1 → Q2, etc.) or the next applicant (e.g., Applicant A, Q1 → Applicant B, Q1) to match how you'd like to review responses.

### **Evaluating AAMC VITA Responses**

#### Who will score the applicants' responses?

Participating medical schools will evaluate interviews based on their own evaluation system. The AAMC and HireVue will not score video responses.

#### Is AI technology being used to score the AAMC VITA?

No, the HireVue platform records videos. It does not use AI technology to score videos.

#### How many evaluators can we enter into the system?

The HireVue platform allows for an unlimited number of evaluators.

#### Can I assign applicants to evaluators?

Yes, the HireVue platform allows you to assign applicants to evaluators.

#### Can we enter ratings in the HireVue system and export them later?

While you can enter ratings in the HireVue system, we recommend that you take notes and/or make ratings in your external system so that incorporating the video interview scores into your existing process will be more efficient.

#### What guidance will AAMC provide about evaluating responses?

AAMC has provided a sample rubric as guidance about scoring to participating schools.

### **Training for Schools**

#### What training materials is available for schools?

AAMC will provide video training sessions. One focuses on the video interview tool and provides guidance about how to incorporate it into your admissions process. The other focuses on strategies to mitigate unconscious bias in video interviews. In addition, AAMC will provide guidance on scoring the interviews. Training materials are available on AAMC.org.

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Will AAMC provide training on the HireVue system?

Yes, online training and job aids are available to help you navigate the system.

### **School Registration**

What is the deadline date for school participation?

Schools had to agree to use AAMC VITA (verbally or via email) by July 10, 2020 and return the terms and conditions by July 30, 2020. These deadlines aligned with the release of AMCAS applicants and provided sufficient time for applicants to learn which schools are participating in the video interview.

Did schools have to agree to specific Terms and Conditions? What was included in those Terms and Conditions?

Yes, to participate a designated official at each school had to electronically sign the video interview terms and conditions. At a high level, the terms and conditions included:

- Schools will participate in training
- AAMC not enforce deadlines
- School must use the “admission action” to submit invitations
- Schools should notify applicants that they’ve been selected to take the video interview before viewing their interview responses to respect student privacy
- AAMC owns the videos. Schools may not download them for research
- Schools are encouraged to participate in AAMC-led evaluation research

How do I register my school to participate in the video interview?

Registration is now closed. If you are interested in learning more about future AAMC VITA opportunities, please contact [schoolrel@aamc.org](mailto:schoolrel@aamc.org).