**Holistic Considerations for Medical School Admissions Officer and Admissions**

**Committee Concerning Intersections of COVID-19, Racism, and Inequality**

**Group Discussion Guide: *Virtual Interviews***

**INTERVIEW SUMMARY**

In a holistic review process, schools look at a potential medical student’s Experiences, Attributes, and Metrics (EAMs)

to widen the lens through which we assess applicants in support of school mission and to further leverage the

benefits of diversity, equity, and inclusion. For the upcoming admissions cycle, and cycles to come, admissions

officers must consider the downstream effects of the intersection of intersections of COVID-19, racism, and inequality

on applicants’ abilities to meet criteria for admission that is beyond their control.

In this interview, Dr. Lina Mehta, Associate Dean for Admissions at Case Western Reserve University School of

Medicine, discusses how her team is transitioning their admissions interview to a virtual format. Some changes she

highlights in the interview include:

* Adopting a “flipped classroom” model for the interview day to allow for more engagement with applicants
* Training interviewers to be effective in a virtual format
* Filming virtual tours for applicants to explore the campus
* Incorporating opportunities for applicants to engage with medical students through virtual information sessions
* Providing a phone-in option for applicants who are unable to engage in the virtual components of the interview
* Creating branded virtual background for applicants to use during interviews
* Creating videos for applicants about how to prepare for a virtual interview

# **DISCUSSION QUESTIONS** Reflect on the following questions with your group after listening to the interview.

| DISCUSSION QUESTIONS | IDEAS |
| --- | --- |
| What were the key takeaways from this interview? | Click or tap here to enter text. |
| What opportunities for innovation are possible as we explore transitioning our interview to a virtual format? | Click or tap here to enter text. |
| What does our post interview feedback reveal about success we can build on when transitioning to a virtual interview format? | Click or tap here to enter text. |
| How might our interview process change to accommodate a virtual format? (e.g., length of interview, start of interview day, etc.) | Click or tap here to enter text. |
| What could a “flipped classroom” model for our interview day look like? | Click or tap here to enter text. |
| What skills do our interviewers need to be successful in a virtual interview format? | Click or tap here to enter text. |
| How can we incorporate current medical students into our interview process? | Click or tap here to enter text. |
| How can we ensure an equitable interview experience for applicants who have limited access to Wi-Fi and/or adequate device support? | Click or tap here to enter text. |
| How can we reduce the risk of conscious or unconscious bias during a virtual interview? | Click or tap here to enter text. |
| How can we reduce applicant anxiety about engaging in a virtual interview format? | Click or tap here to enter text. |
| Who are the applicants who will be most affected by any changes we will make to our process and how can we ensure we are not inadvertently impacting the applicants we are trying to enroll? | Click or tap here to enter text. |
| What are potential technical issues our team may face when transitioning to virtual interviews and how can our IT department help us address those issues? | Click or tap here to enter text. |
| What are some next steps we may want to pursue based on our discussion today? | Click or tap here to enter text. |