

Building Consensus on Interview Practices for 2022-23 Interview Season

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

Lead



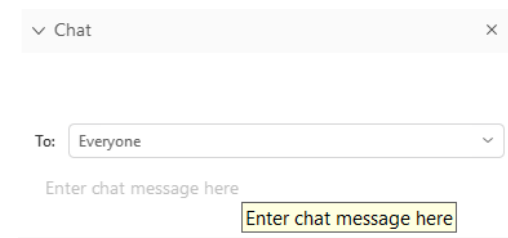
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Please note: today's call is being recorded

COA Chair Welcome



Lina Mehta, MD
Case Western Reserve University

Committee on Admissions (COA)



Lina Mehta, MD
(November 2020 – November 2023)
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Joel Maurer, MD
(November 2020– November 2023)
CGSA Rep.
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Michael Deibel, PhD
(July 2020 – July 2022)
President, NAAHP
Earlham College



Kia Smurawa
(May 2021 – May 2023)
OSR Rep.- MD Student
Medical College of Wisconsin

Defining Terminology for 2022-23 Interview Cycle

Interviews:

- Virtual - 100% of interviews are conducted virtually
- Hybrid – entire interview would be conducted either virtually or in-person. Applicant would choose the interview style
- In-Person – 100% of interviews are conducted in-person

Recruitment of your current interview pool:

- In-person vs virtual visits
- Timing of visits

Registration Data

What are your school's plans on 2022-23 interview cycle:

- Virtual interviews only: Majority (~76%)
- In-Person or Hybrid: Very few (~8%)
- Undecided: Some (~16%)

Virtual interviews with offering of campus visits:

- In-person after first round of acceptances: About half
- In-person at any time: About a third
- Virtual visits only: Very few



Liesel Copeland, PhD
Assistant Dean of Medical Education and Admissions
Rutgers Robert Wood Johnson Medical School



Judianne Kellaway, MD, MEd
Associate Dean for Admissions & Outreach
Professor of Ophthalmology
The Long School of Medicine
UT Health Science Center San Antonio

Lessons Learned from Virtual Interviews - Cons

- Fears about recruitment
- Technology failure
- Difficulty reading body language
- Need to change interview rubrics
- Interview hoarding
- Pressures “from above” – need to re-educate the “C-Suite”

Lessons Learned from Virtual Interviews - Pros

Comfort with the technology

Convenience/flexibility

Easier access for interviewers

Cost savings for applicants

Greater access for applicants

Equity Gains

More access

Much cheaper

More diverse interviewer
pool

Resource of time

Rural areas

What Schools are Doing to Maintain Equity Gains

- “Offering interviews virtually, and hosting optional on-site visits after acceptances have been awarded”
- “Consistent and single virtual interview process for all”
- “We accept only “In-State” residents preferably from a rural area. We interview all applicants from these areas that meet (truly) minimal academic standards. We really do not look at academics from that point on but rather their ability to meet the mission”
- “Developing funding sources for travel and lodging”

Best Practices to Conduct a Fair Interview

Conduct a structured interview

Train raters on interview best practices

Train interviewers not to consider factors outside of the applicant's control

- Audio/video quality
- Technology issues that may occur
- Setting/background of location
- Unexpected or uncontrolled interruptions

Require raters to take unconscious bias training

Interview Equity: The DEI / NAAHP Perspective



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Interim Dean of the Faculty
Associate Vice President of Academic Affairs
Professor of Chemistry
Earlham College

Recommendations

- *COA strongly encourages all programs to conduct virtual Interviews.*
 - *If not virtual, then not hybrid*
 - ✓ *Choose one!*
- *Schools should share their interviewing plans with applicants clearly and early*
- *Review your process for equity, accessibility*
- *Consider on-campus visits only after first round acceptances*
 - *or if not possible, put a firewall between visits and acceptance decisions*

AAMC Interview Resources

Admissions Officers

Guide: [Virtual Interview Tips for Admissions Officers \(PDF\)](#)

Webinar: Nuts and Bolts of Virtual Interviewing

Access the [video](#) or the [PowerPoint slides \(PDF\)](#).

Interviewers

Guide: [Virtual Interview Tips for Interviewers \(PDF\)](#)

Webinar: Creating a Positive Virtual Interview Experience

Access the [video](#) or the [PowerPoint slides \(PDF\)](#).

Applicants

Guide: [Preparation Guide for Applicants Participating in Virtual Interviews \(PDF\)](#)

General information on interviewing: [AAMC Medical School Interviews site](#)

Webinar: Prep for Success in Your Virtual Interview

Access the [video](#) or the [PowerPoint slides \(PDF\)](#)

GME Guidance: [AAMC Interview Guidance for the 2022-2023 Residency Cycle](#)



Unconscious bias training

DIVERSITY AND INCLUSION | WORKFORCE

Unconscious Bias Resources for Health Professionals

SHARE:    

At academic medical centers, unconscious biases can compromise diversity and inclusion efforts in admissions, curriculum development, counseling, and faculty advising, among other functions.

The AAMC provides resources and trainings to assist these institutions to meet their goals around addressing unconscious biases.

<https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/unconscious-bias-training>

Webinar:

*Mitigating
Unconscious
Bias in Virtual
Interviews for
Admissions*

<https://vimeo.com/443088643>

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Building Consensus

Share your interview effective practices