Meeting Chat Log:

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16:13:40   Bonnie Emilius - Director - SKMC Admissions:

Did you survey the applicants as to what they might prefer?

16:13:53   Maria Zimmerman:

Hard for applicant to get a sense of the school

16:14:10   Belsy Gutierrez:

If there will be more biases towards students in person vs virtual

16:14:35   Beth Piraino:

We ask all who interview to fill out anonymous form Satisfaction was the same with online as in person (high for both)

16:14:47   Lisa Ellenbogen:

Hard to arrange in person visits for those who are accepted off of the waitlist with such a short turnaround time to make a decision.

16:14:51   Bonnie Emilius - Director - SKMC Admissions:

They are the major stakeholder. How can this decision be made without their input?

16:15:00   Travis McAllister, DGSOM UCLA:

At DGSOM UCLA, our interviewers mentioned the "difficulty to read body language", even though we could get a better read of some applicants throughout our Interview Day programming.

16:15:13   Jennifer Handrop:

Hi, one of my team members is unable to join the meeting due to its capacity. Is it possible to increase the available capacity?

16:16:07   Rubia Khalak:

Our applicants have told us that they are happy with virtual and some particularly grateful for them being done virtually.

16:16:26   Sandra Leppin (she/hers):

At the University of Kansas we supplemented with virtual campus tours and current medical student panels

16:16:55   Beth Piraino:

Faculty, once they got used to it, seem to quite like the virtual format as fits more easily into their schedules

16:17:53   Alisa LoSasso (she/her) SKMC:

1.   376 SKMC students responded to a survey on interview preferences.
a.   70% of respondents prefer in person interviews
b.   60% responded that the cost of in person interviews is a concern
2.   66 of 376 added comments and include:
a.   "In person interviews are far more enjoyable and give a more accurate portrayal of a program. However, it is indeed expensive to travel. If cost were not an issue, I would love to do all of my interviews in person."
b.   "Costs aside, I think an in-person format for all is best."
c.   "The cost definitely factors into the decision, but I think I was significantly disadvantaged with the virtual interview format because of the lost ability to demonstrate how I interact with others, listen to others, and exhibit 'people' skills."

d.   "Even though it is cheaper and safer to stay remote, I feel like the benefits of being in person outweigh that. Being able to see Jefferson in person and meet everyone on campus really helped me to make the decision between several schools."

16:18:19   Nora J Few:

we are deciding for them BECAUSE of equity -- because it is hard to say you are the person who cannot afford it

16:18:52   Donna Jackson:

All schools may not be able to supplement travel costs.

16:18:58   Nora J Few:

We don't have enough money to supplement travel costs

16:19:00   Sandra Leppin (she/hers):

I agree with Nora. This process is competitive, and others will always use their leverage to get a step above others.

16:19:06   Beth Piraino:

Wasn't your survey biased- some did in person, some did virtual, no one did both?

16:19:41   Julia Saltanovich:

We would not be able to supplement travel costs for all applicants.

16:23:03   Beth Piraino:

We found satisfaction with the day was 4.7 of 5 (f high) for in person interviews (years of data) as with virtual (two years data)

16:26:53   Nora J Few:

we saw all of these equity gains … s

16:27:16   David Grier:

Is anyone else having trouble recruiting interviewers or MMI raters for virtual interviews?

16:27:23   Donna Jackson:

Just as Nora...we saw these gains, as well.

16:27:31   Andrea Rideout (she/her):

did the equity gains in interview translate to equity in admissions offers?

16:27:44   Crystal Esparza:

Agreed Nora. We also saw these equity gains.

16:27:45   Donna Jackson:

We have more interviewers for virtual MMI

16:28:20   Jennifer Handrop:

We are able to recruit interviewers that live in other places

16:28:31   Jennifer Handrop:

It helps with our diversity

16:28:43   Alisa Lopez, DGSOM:

We saw similar gains in interviewees and interviewers.

16:29:21   Julia Saltanovich:

Also cost saving for school. So much food waste and spending on food to feed applicants and interviewers.

16:29:23   Tejal Parikh MD:

Our faculty prefer the virtual interview

16:29:33   Sandra Leppin (she/hers):

We saw an increase in participation from all statewide interviewers, and we increased diversity of interviewee pool. We found this process amazingly helpful

16:29:34   Andrea Rideout (she/her):

with increase in interviewers, were more training sessions required and presumably also done virtually?

16:29:37   Tejal Parikh MD:

Agree also with cost savings for the school

16:29:47   Crystal Esparza:

We are piloting including alumni as interviewers from across the country this cycle.

16:29:55   Leila Harrison:

Love that idea, Crystal!

16:30:07   Lisa Ellenbogen:

We were able to incorporate more alumni during virtual interviews as well

16:30:23   Tejal Parikh MD:

Yes, we're also using alumni from all parts of the country

16:30:31   Christina Covoletski Assistant Director of Admissions & Recruitment:

We were able to increase the number of alumni interviewers this year as a result of virtual interviews. We went from ~4-5 alumni per year to over 25.

16:30:33   Mcelhinney, Elizabeth A:

We are recruiting alumni interviewers at UVM as well!

16:30:49   Beth Piraino:

We did virtual training of faculty

16:30:58   Tejal Parikh MD:

We have new interviewers participate in the mock MMI

16:31:10   Donna Jackson:

Our MMI training is virtual

16:31:28   Sandra Leppin (she/hers):

We had virtual training, and this year we are adding a live broadcasted session as well.

16:31:39   Travis McAllister, DGSOM UCLA:

Also had virtual interviewer training at UCLA. We had a mix of interviewers who preferred virtual over in-person, but more were available through virtual interviews

16:31:47   Jacob W. Ufberg:

Is there data on distribution of interviews across applicants (interview hoarding by some applicants due to ease of going on a large number of interviews)? This was a concern at GME level that led to program signals and other ways to distribute interviews more equitably.

16:31:59   Dustin:

Is convenience and efficiency being confused with equity? What is being examined for equity? I've heard inviting accepted applicants to recruitment events without the same concerns....

16:32:54   Sandra Leppin (she/hers):

Dustin, we were able to increase the number of URIM interviewees and matriculants this year

16:33:06   Emily Sharp-Kellar (she/her):

We look at interview hoarding in terms of # withdrawing before interview, and that number *plummeted* with virtual interviews.

16:33:15   Emily Sharp-Kellar (she/her):

(At UChicago)

16:33:39   Judianne Kellaway:

Thank you, Emily!

16:35:58   Alisa LoSasso (she/her) SKMC:

The AAMC should partner with hotels and airlines to defray costs. More powerful than individual schools negotiating.

16:37:26   Pierre Banks:

Agree.

16:38:49   Alisa LoSasso (she/her) SKMC:

I would love to have a pilot projects and pool resources with other schools considering in-person interviews to defray costs meaningfully and in ways others could model.

16:38:52   Sandra Leppin (she/hers):

Defraying hotel and airline costs doesn't defray time away from classes, time away from jobs, and additional costs such as sitters, if needed

16:39:44   José Cavazos:

We distributed a business black background to all applicants for use in the interviews.

16:39:45   Alisa LoSasso (she/her) SKMC:

If students prefer to come, then they may think that missed time is worth it to plan for their next four years. They have to be asked.

16:39:56   Alisa LoSasso (she/her) SKMC:

four

16:40:05   Dustin:

Another equity issue I see in virtual interviews is not every applicant has an equal environment to conduct their interview. We had individuals in closets, going to other places, etc. When they are in-person, their experience is equal to their peers...not all virtual experiences are equal to conduct interviews.

16:40:46   Liesel Copeland:

Agree cost also has to do with time away from work and other obligations (half day versus up to three)

16:40:58   José Cavazos:

We did a tech check-up to work out whether it was going to work.

16:41:01   Leila Harrison:

Good point in the con's column, Dustin

16:41:06   Sandra Leppin (she/hers):

We offer spaces and technology to applicants who inform us they need a quiet space or a computer. This is stated clearly in their invite, and is also stated it is not a factor to admission decisions

16:41:52   Dustin:

Sandra - do you partner with community organizations to provide this space and technology?

16:41:58   Judianne Kellaway:

These are very good points and questions here in the chat. We'll make sure we go over all of these in detail. Thank you!!

16:41:59   David Grier:

How do you offer spaces unless they live close to your campus?

16:42:40   Sandra Leppin (she/hers):

If someone is not in our area or close to one of our three campuses, we go case by case - first working with alumni, community centers, and other contacts as needed

16:42:42   Liesel Copeland:

Many undergrad universities will provide space and can work with you if you reach out to the advisor

16:42:59   Donna Jackson:

We send suggestions to students about using public library or institutional library study rooms if spaces for interview are needed.

16:43:01   Sandra Leppin (she/hers):

Also agreed, Liesel - it's often just a phone call

16:43:37   Sandra Leppin (she/hers):

I was a former advisor, so that is the first contact point I reach out to if someone needs tech or room assistance

16:49:20   Dustin:

Great suggestions. How often would you say you were searching for accommodations? I would still reiterate those applicants are in a foreign and unfamiliar environment. Not always the case for their peers. To Ms. Obado's point, what if an applicant feels their best opportunity to put their best foot forward being in-person and they no longer have that option...

16:50:54   Bonnie Emilius - Director - SKMC Admissions:

Exactly Dustin -

16:50:57   Sandra Leppin (she/hers):

We had under 5 students reach out, and we were able to find spaces for all of them.

16:51:09   Travis McAllister, DGSOM UCLA:

We've used the Vimeo for mitigating bias often and will use it again this year.

16:51:36   Travis McAllister, DGSOM UCLA:

We aren't using MMI at UCLA

16:51:38   Mcelhinney, Elizabeth A:

We have been using zoom breakout rooms for our MMIs

16:51:46   Mcelhinney, Elizabeth A:

it was a bit rough at first but works well now!

16:52:07   Travis McAllister, DGSOM UCLA:

Clarification: We aren't using MMIs for traditional MD track at UCLA.

16:52:24   Beth Piraino:

We do 1/2 hr small group sessions with 4-5 per session and faculty facilitator and evaluator Works well online

16:52:24   Donna Jackson:

We also use Zoom breakout rooms. Took getting use to but works well for us now.

16:52:30   Sandra Leppin (she/hers):

You can use the same argument about being who want to do virtual interviews, so that's not really helping further the discussion about breaking down barriers. Applicants should know how to communicate with a variety of audiences in a variety of formats - it shows adaptability. communication, and resilience.

16:52:57   Julia Saltanovich:

We use WebEx for MMI (probably one of the few!) and it works well.

16:53:30   Tejal Parikh MD:

We do virtual MMIs and changed from 10 to 6 stations and this shortened the MMI to 1 hour which also helped with recruitment

16:53:37   Beth Piraino:

We had backups for faculty (basically me and the Assistant Dean)

16:53:38   Liesel Copeland:

We moved cost of food to cost of MMI software and find it works well

16:54:39   Crystal Esparza:

We also do 6 stations in Minnesota and think we might be ready for team stations for cycle 2024. We have definitely found a really good groove via Zoom.

16:54:39   Lisa Ellenbogen:

We do our MMI via Zoom breakout rooms. We added an extra minute of transition time in between each station for connectivity with applicants going from room to room since there is sometimes a slight delay.

16:55:20   GOLDIE KACINSKI:

Sorry, I am late to this meeting but, how many rotations are used in the MMI's that you all do. WE reduced our number to 5 stations due to the difficulty in recruiting Interviewers.

16:55:36   Mcelhinney, Elizabeth A:

we reduced from 9 in person to 7 virtual

16:56:02   Julia Saltanovich:

We also replicated our process pretty well from in person MMI to virtual. We reduced stations to 6 stations from 8 that we used to do in person. Time saving for both applicants and interviewers and still gives us enough information and points of evaluation. Good feedback from applicants.

16:56:04   GOLDIE KACINSKI:

Practice is critical

16:56:07   Beth Piraino:

We hired a consultant the first year to help our IT team get our process set up and this worked out fine

16:56:28   Leila Harrison:

We have 6 stations (versus 10) in our virtual MMI and have reduced the time per cycle which helps fatigue

16:57:26   Christian Essman:

Find someone on your campus that is the Zoom/Webex/Teams guru and ask them to run your team through some training. And then practice with others!

16:57:33   Zuri Obado:

To add, the 'perceived penalization' comes from anecdotal interactions with students. When a hybrid option was made available, the questions that were often raised was 'which is better.' Students expressed not feeling like they could choose virtual and be evaluated the same.

16:58:05   Amy A'Hearn:

Thank you for making the time to discuss this. Can you help me understand why our interview processes can be widely varied, but the AAMC wants to specify only one interview format for all schools to use?

16:58:27   Amy A'Hearn:

Great idea Sandra.

16:58:44   Alisa LoSasso (she/her) SKMC:

I second Amy's question.

16:58:59   Leila Harrison:

Agree, Sandra. If there is a survey, a national survey would be ideal

16:59:05   Dustin:

Great question, Amy!!

16:59:55   Maria Zimmerman:

The survey would need to capture some student info so you could determine responses from under resourced or underrepresented students

17:00:18   Donna Jackson:

Challenge with surveying...applicants responding in a way they feel is "right" which may not be their true feeling.

17:01:04   David Grier:

When should be expect the data from the AAMC? Hopefully before the next cycle.

17:01:56   Donna Jackson:

Our students didn't mind the virtual interviewing knowing that there would be an opportunity to visit after acceptance.

17:02:11   Donna Jackson:

Before having to meet traffic rule deadlines.

17:02:51   Judianne Kellaway:

Agree, Donna, same here, in our experience.

17:02:58   Alisa LoSasso (she/her) SKMC:

Thanks for a great discussion. I look forward to seeing other's data.

17:03:10   Judianne Kellaway:

Yes, me too, ALisa!

17:03:14   Maria Zimmerman:

Donna the problem is that if students can't attend scheduled revisit days or students are accepted later in the process, it creates an additional level of work for the admissions office and students tour guides because they never saw the campus to inform their decision

17:03:20   Geoffrey Young:

Great discussion!

17:03:22   Julia Saltanovich:

Thank you!

17:03:35   Jill Volk:

Thank you everyone. Great questions and discussion.

17:03:38   Judianne Kellaway:

Thank you , to everyone, for being here to enrich the discussion!

17:03:38   Roleithia Perry:

thank you, great mtg and convo