AAMC Group on Student Affairs (GSA)

Admissions Community Call - Interviews

May 21, 2020
1 pm EDT
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

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Associate Dean for Admissions
Case Western Reserve University School of Medicine

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Assistant Dean for Admissions
College of Human Medicine
Michigan State University Clinical Center

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UT Health Science Center at Houston

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The University of New Mexico School of Medicine

Francie Cuffney, PhD
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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

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AAMC GSA Admissions Community Call

*How will you conduct interviews this year?*

May 6, 2020 - COA Community Call Poll Results

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are planning for a completely virtual interview season</td>
<td>18%</td>
</tr>
<tr>
<td>We are planning a hybrid season (virtual and in-person)</td>
<td>12%</td>
</tr>
<tr>
<td>We are planning for in-person interviews</td>
<td>1%</td>
</tr>
<tr>
<td>Undecided</td>
<td>39%</td>
</tr>
<tr>
<td>No Answer</td>
<td>30%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Undecided</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>36%</td>
<td>7.2%</td>
<td>36%</td>
</tr>
</tbody>
</table>
AAMC GSA Admissions Community Call

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 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

Conducting Interviews During the Coronavirus Pandemic

MAY 14, 2020

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
What does the AAMC virtual interview measure?

Pre-professionalism

- Service Orientation
- Social Skills
- Cultural Competence
- Teamwork
- Ethical Responsibility to Self and Others
- Reliability and Dependability
- Resilience and Adaptability
- Capacity for Improvement

The applicant’s journey to medical school
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

<table>
<thead>
<tr>
<th>In Scope</th>
<th>Still Exploring</th>
<th>Out of Scope</th>
</tr>
</thead>
<tbody>
<tr>
<td>• MD and MD-PhD applicants to schools participating in AMCAS</td>
<td>• MD and MD-PhD applicants to schools participating in TMDSAS</td>
<td>• School-specific add-on questions or live follow-up interview</td>
</tr>
<tr>
<td>• Schools access videos and score them independently</td>
<td>• Practice interview for applicants</td>
<td>• Opening to DO applicants</td>
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<tr>
<td>• Training and guidance on how to score interviews using a standardized process and use interviews in admissions decisions</td>
<td></td>
<td>• Standardized scores provided by the AAMC</td>
</tr>
<tr>
<td>• Tips on taking virtual interviews and sample questions for applicants</td>
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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?

Applicant identified to interview
• School notifies applicant
• School notifies AAMC by entering “Interview (IN)” action in admissions processing tool
• AAMC notifies HireVue

HireVue sends the applicant the interview link

Applicant takes the interview
• Internet-enabled device
• 24/7 access
• Access to practice questions

Interview available to schools
• Videos available immediately upon completion
• Schools access videos via HireVue platform
• Schools make any ratings outside of HV
When will the interview be available?

Interview invitations sent
## Target Timeline

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target Date</th>
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<tbody>
<tr>
<td>Open registration for schools</td>
<td>6/15 to 7/13</td>
</tr>
<tr>
<td>Launch the AAMC virtual interview webpage</td>
<td>6/15</td>
</tr>
<tr>
<td>• Essentials document</td>
<td></td>
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<tr>
<td>• Tips for taking the AAMC virtual interview and sample questions</td>
<td></td>
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<tr>
<td>• Practice interview (tentative)</td>
<td></td>
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<tr>
<td>• List of participating schools</td>
<td></td>
</tr>
<tr>
<td>• Accommodations request process</td>
<td></td>
</tr>
<tr>
<td>Update MSAR and AMCAS pages with lists of participating schools</td>
<td>6/22 to 7/13 (updated regularly)</td>
</tr>
<tr>
<td>AAMC virtual interview training for schools</td>
<td>Week of 7/20 (live)</td>
</tr>
<tr>
<td>• How to use the AAMC virtual interview in your admissions process</td>
<td>Post on admissions officers restricted access page</td>
</tr>
<tr>
<td>• Minimizing unconscious bias in virtual interviews</td>
<td></td>
</tr>
<tr>
<td>Open AAMC virtual interview for schools</td>
<td>7/27 to 4/30</td>
</tr>
<tr>
<td>Open AAMC virtual interview for applicants</td>
<td>8/1 to 4/30</td>
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</tbody>
</table>
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