Training Program Directors’ Committee Webinar: Virtual Recruitment

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Session Overview

- Housekeeping Details
- Training PD Committee Recommendations
- National Organization Recommendations
- Timeline
- Pre-Recruitment Planning
- Interview Day Considerations & Planning
- Resources
- Messaging to Applicants
Housekeeping Details

• Webinar presentation (Michael)
  – ID PD questions have been incorporated throughout
• Q & A (Jessica, Scott, Elaine)
• Please type questions into the chat
  – Patty and Cassie will monitor
• Information reflects review of published materials + consensus of ID Training Program Directors’ Committee
• Sessions will be recorded and posted
Training PD Committee Recommendations

• Virtual recruitment for all applicants for all interviews
• No in-person second-look visits
• This includes local candidates
• On the honor system
Recommendations

• In keeping with Coalition for Physician Accountability (including AAMC and ACGME) and AAIM guidance
  – Coalition “recommends that all programs commit to online interviews and virtual visits for all applicants, including local students, rather than in-person interviews for the entire cycle…”
  – “AAIM strongly recommends residency programs eliminate in-person interviews and adopt virtual platforms to conduct all interviews and site visits, including those for learners at their own institution”

• Reasons: health, safety, equity, reduce confusion & stress
Potential Consequences

• Change in the number of applications received
• Increased flexibility around interviewing
  – Ability to interview a greater number of candidates
  – Greater flexibility of faculty time
• Reduced cost to applicants and programs
Timeline

- 8/12/20: Programs may begin reviewing applications
- 11/4/20: Quota change deadline
- 11/18/20: Rank order list certification deadline
- 12/2/20: Match Day

http://www.nrmp.org/match-calendars/
Timeline

- 10/21/20: Residency programs may begin reviewing applications on 10/21/20
- 1/31/21: Quota change deadline
- 3/3/21: Rank order list certification deadline
- 3/19/21: Match Day

http://www.nrmp.org/match-calendars/
Initial Considerations

• How long will your interview day be?
  – Consider limiting total interview duration to no more than 4 hours
  – Factor in time zone differences
  – Time with current fellows critical to communicating program culture

• If you will have a shorter-than-usual interview day, how will you share information about your program with applicants?
  – Web presence on a budget
  – Virtual engagement in conferences
Initial Considerations

• Opportunity for incorporation of holistic application review
  – Mission-aligned and evidence-based selection process that considers applicant experiences, attributes, competencies, and metrics
Initial Considerations

• Live vs. asynchronous virtual interviews
• Live: If standardization desired, PDs & interviewers will need to create this through questions & scoring rubric
• Group or one-on-one interviews?
• Pre-interview worksheet?
• Consolidated vs. more liberally scheduled interviews per applicant?

Preparing Applicants in Advance

• Provide details to applicants in advance
  – Update website re: anticipated process
  – Send list of interviewers in advance of interview day
  – Also send pictures of people they’ll meet
  – Consider sending materials for review
  – Showcase local facilities and opportunities
  – Provide details of platform (e.g., zoom), transitions between interviews
Preparing Faculty in Advance

- Faculty skills for remote interviewing
- Information to consider:
  - Holistic application review
  - Unconscious bias training
  - Standardized questions
  - Interviewing best practices

https://www.aamc.org/system/files/2020-05/Virtual_Interview_Tips_for_Interviewers_05142020_0.pdf
Interviewing Tips for Faculty

• Provide them with applicants’ names and contact information
• Confirm technology
• Provide tutorial or practice as needed
• Provide contact information for point person if problems arise
Interviewing Tips for Faculty

• Draft a welcome script for them
• Look at the camera (not your screen) when speaking
  – Let the applicant know if you will take notes as your eye contact will be limited as a result; ask that the applicant not interpret this as a lack of interest in their comments
• Turn off other alerts, emails
• Avoid distracting backgrounds
Interview Day & Advance Preparation

• Add ~15 minutes between interviews to provide a break and time for establishment of virtual connection

• Technology practice run
  – Entry of applicants and faculty into breakout rooms
  – Plan transitions between interviews

• Have a back-up plan
  – Try turning off the video functionality
  – Telephone numbers & emails at the ready
Other Questions

• Critical importance of incorporating current fellows
  – Communication of program culture
  – Program guides for applicants
• Ramping up virtual presence on a budget
  – Share resources across your institution
• How to manage application volume
• NRMP re: post-interview day dialogue
Summary Points

• Virtual recruitment for all programs for all applicants
• The timeline seems unlikely to change
• It’s not too early to begin preparing
• Consider shorter-than-usual interview days
• An augmented web presence may help
• Prepare applicants and fellows in advance
• Incorporate time with current fellows
Resources

• Resources will be posted here: https://www.idsociety.org/professional-development/fellows-in-training-career--education-center/id-fellowship-training-program-director-resources/

• Resources from AAMC: https://www.aamc.org/what-we-do/mission-areas/medical-education/conducting-interviews-during-coronavirus-pandemic

• Coalition Compendium of Resources (with mitigation strategies): https://www.aamc.org/system/files/2020-05/covid19_Compendium_Resources_05112020.pdf
Resources

• Coalition Executive Summary: https://www.aamc.org/system/files/2020-05/covid19_Final_Recommendations_Executive%20Summary_Final_05112020.pdf

• AAIM Guidance: https://www.im.org/resources/ume-gme-program-resources/resources-residency-application2021

• Holistic Application Review: https://www.aamc.org/services/member-capacity-building/holistic-review
Resources

• Unconscious Bias Training: https://surveys.aamc.org/se.ashx?s=7C7E87CB561EC358


• U Arizona webinar: https://youtu.be/yDMAyy9_r5g
Baltimore-Specific Resources

• Visit Baltimore video (2:30)
  https://www.youtube.com/watch?v=ay9hL2MPY5w

• Baltimore neighborhoods: https://www.livebaltimore.com
Involve your current residents in the planning

• Incorporate your residents into the recruitment process and planning
  – Current residents are wondering how they can be involved
  – Consider looping in your Housestaff Council Departmental representatives in recruitment planning across residencies
  – Residents can be helpful in social event planning and interview dinners

• Housestaff Council is planning to coordinate resident life efforts:
  – Collecting and aggregating residency links on the GMEC Website
  – Google Tours – Where we live, what we do and where we work (IR/Radiology/HSC)
  – Housing Survey (Ophthalmology/HSC joint)
  – In case you’re wondering about… document (IM/HSC joint)
  – For more information contact: TingJia, Aditya or Elaine at HSC@jh.edu
Thank you!

- Lisa Chirch
- Brian Blackburn
- Rachel Shnekendorf
- Victoria Konold
- Connie Benson
- Gayle Balba
- Saira Butt
- Paloma Cariello
- Vera Luther
- Obi Nnedu
- Sarah Perloff
- Raymund Razonable
- Nada Harik
- Wendy Armstrong
- Chris Busky
- Sandy Harwood
- Ashleigh Logan