

Special Review

Video Interviewing: A Review and Recommendations for Implementation in the Era of COVID- 19 and Beyond

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Journal Club 8/4/20

Learning Objectives

By the end of this journal club, participants will be able to:

1. Know the unique challenges of this Interview season
2. Understand how applicants can succeed and excel in video based interviewing
3. Appreciate how programs will best utilize social media to put their best foot forward
4. Know how applicants and programs can identify “best fit”

Module Outline

- I. **“Case”**
- II. Article Overview and Background
- III. Best Practices and Recommendations
- IV. Conclusion

Case



Applicant Rameses has applied through ERAS for the upcoming cycle. He wants to go into DR and is apprehensive about the upcoming cycle. He feels good about his application but is unsure what interviews going virtual will mean for this cycle.

1. How will he know which program is right for him without visiting?
2. How will programs best get to know and assess him?
3. How can he put his best hoof forward during a virtual interview?
4. He wonders if programs will change the way they interview, select and rank?
5. He wants to know if there is info out there for best practices for virtual interviewing?

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Article Nuts and Bolts

Purpose: Video Interviewing: A Review and Recommendations for Implementation in the Era of COVID-19 and Beyond

Journal: Academic Radiology, 2020. In Press

Study Type: Review Article

Data: Previous data and studies on in person vs virtual interviewing, match data, literature review

Background – The Interview Day



How important is the interview to a residency program?

- **Extremely:** Programs rely heavily on the interview and interactions with the staff to determine a candidate's compatibility

What does the interview assess?

- **Positive attributes:** cognitive skills, interpersonal skills, maturity, dependability, interest in the specialty
- **Negative attributes:** anxiety, aggression

How does the interview help the applicant?

- **Overall:** Learn about and get a “feel” of the program
- *****The preinterview dinner*****
- **Day of:** Observe a day in the life of a resident. Opportunity to ask questions
- **Other:** Explore the hospital and surrounding area.

Positives of the Virtual Interview

The Applicant

- \$\$\$: Median spent on apps
 - Median: \$4,000
 - Range: \$1,000 – \$11,500
- Less likely to become sick
- Reduce time away from rotations
- Ability to do more interviews
- Interview at places previously out of reach

The Program

- Reduce costs
- Increase diversity
- Environmental sustainability



Negatives of the Virtual Interview



The Applicant

- More difficult to get a feel for the program, faculty and residents
- No preinterview dinner
- Unfamiliar with virtual interviewing
- Poor Internet quality or no professional setting in which to interview

The Program

- Difficult to assess applicant behavior/soft traits virtually
- Increase number of applications to review
- Faculty unfamiliar with virtual interviewing
- Programs with a poor virtual presence

Previous Attempts at Virtual Interviews

Overall Thoughts and Conclusions

1. Reduces costs for applicants and programs
2. Faculty satisfaction with the process tends to be favorable
3. Applicant satisfaction **varies**. Many said it was less effective
 - Insufficient details and supplemental information
 - Interview length and format. Unable to accurately represent themselves
 - No additional opportunities for interaction with current residents and fellows

Difference in Match Rates?

- cohort study of one anesthesiology program comparing virtual and in person interviews showed **no statistical difference** between the two groups in ranking and admission

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Suggestions for Medical Schools

Offer mock video interviews

- Students practice video interviewing skills
- Opportunity for faculty as well

Create Interview Rooms

- Quiet rooms with computers
- High speed internet
- Professional backgrounds
- Levels the playing field

Reportedly in the works here at UNC!

- Per Elizabeth Steadman: potentially in Bondurant, ACC or department offices
- Per Dr. Jordan: Physician Office (Haupt) Building has great office spaces



Suggestions for Applicants



Obtain up to date Information

- Reach out to programs
- Open houses
- AAMC, UNC, advisor

Program website and social media

- Lots of good info
- Twitter, program website
- Keep Professional

The interview itself

- Setting is key
- Look directly at camera
- Practice Practice Practice
- Wear Pants!

TABLE 1. Videoconference Interview Checklist for Applicants

- Find an appropriate setting for videoconference interviewing
- Optimize technology set-up
- Test technology before the interview
- Practice videoconference interviewing skills
- Be prepared with questions for interviewers and for informal sessions with current residents
- Dress and groom professionally
- Contact the program immediately in case technical problems arise during the interview

Suggestions for Programs

Make it easy for applicants to get to know you

- Up to date and comprehensive website
- Social media – twitter, Instagram
- Quality videos showing “day in the life” and things to do in your city
- Interview preparation
- Zoom “preinterview dinner”, breakout sessions

Interview Scheduling Considerations

- Time zones: west coast vs east coast
- Create clear instructions for applicants

Post interview day communication

- Ensure no issues with technology
- Obtain feedback from applicants

TABLE 2. Videoconference Interview Checklist for Residency Programs

Long-term preparation

- Produce program overview video or PowerPoint
- Produce video tour of facility, surrounding neighborhood, and city
- Update and enhance program website
- Critically review existing interview processes

Interview day scheduling

- Consider scheduling options for applicants in different time zones
- Schedule buffer time between interviews
- Include program overview presentation and virtual facility tour
- Schedule time for applicants to chat online with current residents

Technology optimization

- Provide applicants with clear instructions and technology testing opportunities before the interview
- Prepare interviewers to use technology
- Provide interviewers with applicant phone contact information in case of video disconnection
- Hire a technology assistant for help on interview day

Post interview follow-up

- Follow up with applicants to ensure no technology problems arose during interview



MUSC Radiology Residency @muscradres · 7h

Announcement! 📢 If you are interested in learning more about the MUSC radiology residency, please see details below!

@futureadres #MedStudentTwitter

Virtual MUSC Radiology

Monthly Mingle

Thursday, August 20th
7:30pm EST/6:30pm CDT

Look out for the meeting link in the coming weeks!

Join to hangout with some of our residents, experience the program atmosphere, and have your questions answered!



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UNC Rad Residency @UNCRadRes · Jul 3

Congrats to the R1 class for finishing their first week strong!! We are so proud and excited for you all. @mcbreamy @SJordanMD

@DavidMauroMD @BDixonMD @UNCRadiology



1

7

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@duke_radiology

Perfect weekend for some R1 bonding!! 🌞🍻

#dukeradiology #dukefamily

📍 FULLSTEAM BREWERY

71

1

3 weeks ago

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Additional Resources

Social Media

- Medtwitter
 - Dr. Carmody @jbcarmody
- JACR “tweetorial”: 7/31/20
- Open houses
- Reddit Spreadsheets

General Application

- Residency Explorer*
- Your Advisor!
- FRIEDA
- Doximity

<p>PERSPECTIVE ARTICLES IN PRESS</p> <p>COVID-19 and the Radiology Match: A Residency Program's Survival Guide to the Virtual Interview Season</p> <p>Jeffers K. Nguyen, BA ✉ • Neal Shah, BA • Darel E. Heikamp, MD • Yasha Gupta, MD</p>	<p>SPECIAL REVIEW ARTICLES IN PRESS</p> <p>Brave New World: Challenges and Opportunities in the COVID-19 Virtual Interview Season</p> <p>Tirath Y. Patel, MD ✉ • Harprit S. Bedi, MD • Lori A. Deitte, MD • Petra J. Lewis, MBBS • M. Victoria Marx, MD • Sheryl G. Jordan, MD</p>
<p>CIVIL DISCOURSE ARTICLES IN PRESS</p> <p>Going Virtual: Redesigning the Interview Experience</p> <p>Lori A. Deitte, MD ✉ • Asim Z. Mian, MD • Shadi A. Eslahani, MD, MPH • Jiun-Yiing Hu, MD, MSc</p> <p>Published: July 13, 2020 •</p>	<p>SPECIAL REVIEW ARTICLES IN PRESS</p> <p>Video Interviewing: A Review and Recommendations for Implementation in the Era of COVID-19 and Beyond</p> <p>Aparna Joshi, MD ✉ • David A. Bloom, MD • Amy Spencer • Kara Gaetke-Udager, MD •</p>

Conclusion

The video interview offers a **feasible alternative** to the in-person interview

- Positives: saves time and \$\$\$\$. Initial data shows no difference in match data
- Negatives: adjustments and unfamiliarity for both the applicants and programs

Students

- **Practice and prepare** for the virtual interview.
- Frequently check program websites and social media
- Maintain contact with advisor

Programs

- Invest time and resources in program website and social medial presence.
- Create resources and videos **now** so applicants can get to know you
- Preinterview zoom dinner, resident contact, interviewer preparation

We are all in this together!



Resources

- [1] Images obtained from Google Images
- [2] UNC Radiology Residency Twitter
- [3] MUSC Radiology Residency Twitter
- [4] Duke Radiology Instagram