

2023 Grantee Annual Meeting

Interview Season: Preparing for Resident Recruitment

Hyatt Regency Crystal City At Reagan National Airport
Arlington, VA

A partnership between





Daniel Elswick, MD, FACLP

Vice Chair for Edu. & Residency Director
Dept. of Behavioral Medicine & Psychiatry
WVU School of Medicine

Garth Brand, MD

Program Director
Montana Family Medicine Residency

Ryan Spencer, MD, MS, FACOG

Residency Program Director, OBGYN
University of Wisconsin School of Medicine
& Public Health



Disclosures

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The content are those of the presenters and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS, or the U.S. Government.

Outline (60 Min.)

Dr. Elswick 10 Minutes

- Introduction/Background
- Virtual Recruitment

Dr. Brand 10 Minutes

- Hybrid Recruitment
- SOAP

Dr. Spencer 10 Minutes

- Interview Do's & Don'ts
- Understanding Signaling
- Thalamus

Small Group Discussion 25 Minutes

- Potential Topics for Discussion:
 - Second Looks
 - Pipeline/Medical School Partnerships
 - Interview Selection Strategies
 - Open Houses
 - Webpages, Videos, Social Media
 - Application Review/Red Flags etc.
 - Rank Lists/Recruitment Committee
 - ERAS/NRMP/MATCH Questions
 - Post-Interview/MATCH

Wrap Up 5 Minutes

Regarding 2023-24 interviews, my program: (Show of Hands)

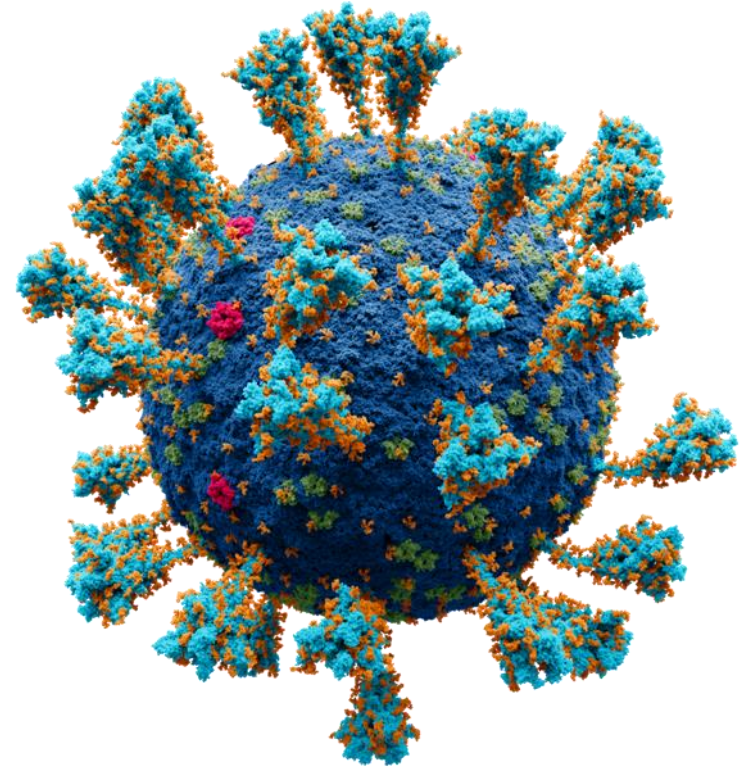


1. Is developing/not interviewing this year
2. Is brand new/first interview cycle this Fall
3. Has went through 1-2 recruitment cycles
4. Has extensive experiences with interviews either virtual, in-person or hybrid





Introduction/Background



TERMS: <https://www.nrmp.org/intro-to-the-match/the-match-terms-and-topics/>



AAMC

Association of American Medical Colleges. [AAMC](#) represents MD-granting medical schools located in the U.S.

The National Board of Medical

Examiners. [NBME](#) develops assessment tools used in medical education, licensure, and certification. It co-owns and administers the United States Medical Licensing Examination, or USMLE.

ERAS

Electronic Residency Application Service. [ERAS](#), administered by the AAMC, is a centralized application service that transmits applications and supporting documentation to ERAS-participating residency and fellowship training programs selected by applicants. ***ERAS and NRMP are separate organizations with separate registration processes.***

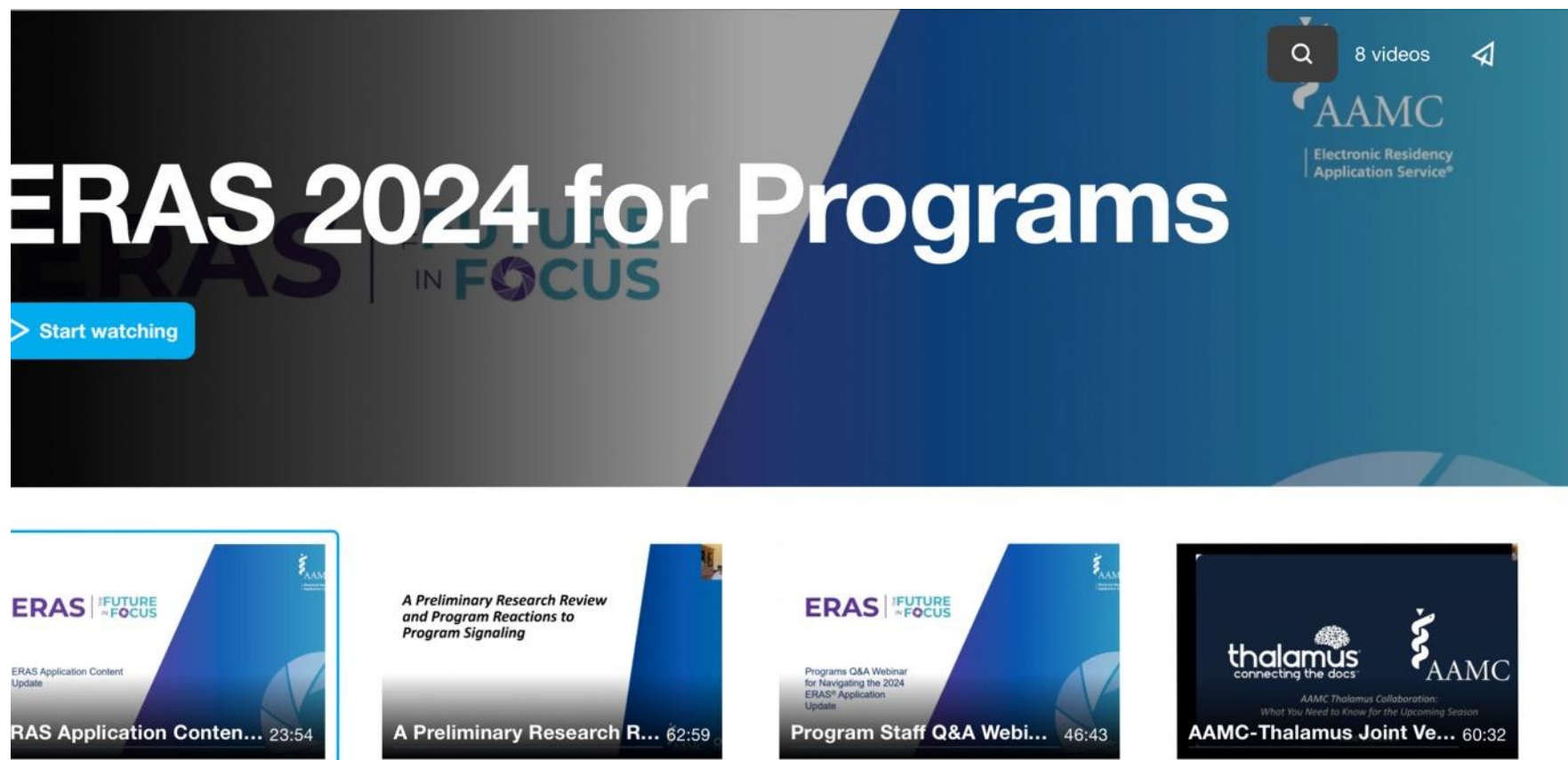
SOAP

Supplemental Offer and Acceptance Program®

During Match Week for the Main Residency Match, the process through which eligible unmatched applicants apply for and are offered positions by programs that did not fill when the matching algorithm was processed.

NBME

ERAS Videos for Programs 2023



https://vimeo.com/showcase/10354431?utm_source=sfmc&utm_medium=email&utm_campaign=eras&utm_content=Email%20to%20July%20fellowship%20and%20September%20residency%20programs%20regarding%20new%20PDWS%20features.



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Interview Format	Reasons You Might Choose an Interview Format	Steps to Success
Virtual Only	<ul style="list-style-type: none">•Many applicants are out-of-state or require travel.•Commitment to reducing carbon footprint.•Flexibility in scheduling.	<ul style="list-style-type: none">•Offer virtual recruiting activities to all applicants.•Develop technology standards and training for faculty conducting virtual interviews.
In-Person Only	<ul style="list-style-type: none">•Most applicants are not out-of-state or do not require extended travel plans.•Need to showcase less well-known or rural area.	<ul style="list-style-type: none">•Offer financial support to applicants who may need it for travel.

Adapted From: <https://www.aamc.org/about-us/mission-areas/medical-education/interviews-gme-where-do-we-go-here>



Interview Format	Reasons You Might Choose an Interview Format	Steps to Success
Hybrid (<i>i.e., an applicant can select either in-person or virtual interviews</i>)	<ul style="list-style-type: none">• Mix of local and out-of-state applicant pool.• Need to showcase less well-known or rural area.• Flexibility in scheduling.• Gives applicants and faculty choice.	<ul style="list-style-type: none">• Implement policies, procedures, and interviewer training to ensure standardization across formats and to mitigate risk of bias.• Ensure admissions/selection committees are blinded to interview format.• Inform applicants about steps taken to make the hybrid approach equitable.• Offer virtual recruiting activities to all applicants.

Adapted From: <https://www.aamc.org/about-us/mission-areas/medical-education/interviews-gme-where-do-we-go-here>



Virtual Recruitment



AAMC Perspective:

The AAMC recommends that residency and fellowship programs use a virtual interview format. Reducing the cost of interviewing is a critical step in widening access and improving equity. In addition, initial, specialty-specific studies indicate that applicants prefer virtual interviews and virtual interviewing is consistent with the commitment academic medicine has made to reduce our environmental impact.

Adapted From: <https://www.aamc.org/about-us/mission-areas/medical-education/interviews-gme-where-do-we-go-here>



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AADPRT (Psych PDs) Perspective:

- Conduct virtual interviews for the 2023-2024 season.
- Have a readily accessible, published policy on how and when invitations are offered and how long applicants have to respond to invitations.
- The NRMP supports programs setting and publishing a single release date for interviews or a “small number of dates” on which they release interview invitations.
- Virtual open houses should not be offered once Training Directors have access to applications on ERAS.
- Should not offer more invitations than available interview slots.

From: https://www.aadprt.org/application/files/6516/8563/3116/AADPRT_Recruitment_Recommendations_6-1-23.pdf

AADPRT (Psych PDs) Perspective cont.



- Should give invitees a reasonable amount of time (but at least 2 business days) to respond before offering the interview slot to someone else.
- Applicants should not be pressured or coerced into attending “second look” events.
- “Second look” events should be structured so that they do not impact the program’s ranking of an applicant.
- “Second look” events should be conducted in a way that does not violate NRMP post-interview communication restrictions.
- Swag should not be distributed.

Virtual Recruiting: PEARLS

1. Your Webpage/Social Media is your “Front Door”
2. Audition Rotations, Sub-Internships are Important!
3. Pipeline- What Medical Schools are CLOSE BY etc.?
4. Organize Your Day/Faculty/Interviewers etc.
5. Interviewing MORE is better than LESS
6. Prevent IT Issues BEFORE they happen
7. Rural Programs- What is Unique?



<https://riverstonehealth.org/residencies/about-mfmr/>

MOUNTAINEERS GO FIRST.™

Social Media



YouTube: <https://youtu.be/i0gRQrFH9Yo>



Instagram: @wvupsychresidency



Email: sbienekcate@hsc.wvu.edu



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WVU Rockefeller
Neuroscience Institute

Psychiatry Residency Recruitment Fair

Join our residents as we discuss and answer questions about our program in Morgantown, WV

JULY 25 3:55-6:00

Register:

PM EST



**Academic Medical Center
Competitive Salary
8 General / 2 Rural per Year
CAP Fellowship
Forensic Fellowship
Addiction Psych Fellowship
Addiction Med Fellowship**

https://us06web.zoom.us/join/zoom/register/tZclduirqTliHNYsKXzxU-DI54a_J1ofEH65#/registration



American Association of
Directors of Psychiatric
Residency Training
More Information: AADPRT.org



Instagram: [@wvpsychresidency](https://www.instagram.com/wvpsychresidency)

Open
Houses



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Interview Day- Structure Example



**“Zoom
Interviews”**

Time	Applicant A	Applicant B	Applicant C	Applicant D	Applicant E
Noon					
12:30	Residents/Virtual Tour https://wvumdtv.zoom.us/j/3597113197	Residents/Virtual Tour https://wvumdtv.zoom.us/j/3597113197	Residents/Virtual Tour https://wvumdtv.zoom.us/j/3597113197	Residents/Virtual Tour https://wvumdtv.zoom.us/j/3597113197	Residents/Virtual Tour https://wvumdtv.zoom.us/j/3597113197
1:00	Dr. *** (Faculty) https://wvumdtv.zoom.us/j/4426396748	Dr. *** (Chief Resident) https://wvumdtv.zoom.us/j/2970087537	Dr. *** (Resident) https://wvumdtv.zoom.us/j/9010343270	Sophia Bienek-Cate/Break (Program Manager) https://wvumdtv.zoom.us/j/4312827748	Dr. Bridget Skidmore (Assoc. Program Director) https://wvumdtv.zoom.us/j/8055936044
1:30	Dr. Daniel Elswick (Program Director) https://wvumdtv.zoom.us/j/5499056398	Dr. *** (Faculty) https://wvumdtv.zoom.us/j/4426396748	Dr. *** (Chief Resident) https://wvumdtv.zoom.us/j/2970087537	Dr. Z (Resident) https://wvumdtv.zoom.us/j/9010343270	Sophia Bienek-Cate/Break (Program Manager) https://wvumdtv.zoom.us/j/4312827748
2:00	Dr. Bridget Skidmore (Assoc. Program Director) https://wvumdtv.zoom.us/j/8055936044	Dr. Daniel Elswick (Program Director) https://wvumdtv.zoom.us/j/5499056398	Dr. *** (Faculty) https://wvumdtv.zoom.us/j/4426396748	Dr. *** (Chief Resident) https://wvumdtv.zoom.us/j/2970087537	Dr. *** (Resident) https://wvumdtv.zoom.us/j/9010343270
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3:00	Dr. *** (Resident) https://wvumdtv.zoom.us/j/9010343270	Sophia Bienek-Cate/Break (Program Manager) https://wvumdtv.zoom.us/j/4312827748	Dr. Bridget Skidmore (Assoc. Program Director) https://wvumdtv.zoom.us/j/8055936044	Dr. Daniel Elswick (Program Director) https://wvumdtv.zoom.us/j/5499056398	Dr. *** (Faculty) https://wvumdtv.zoom.us/j/4426396748
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4:00					



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WEST VIRGINIA UNIVERSITY PSYCHIATRY RESIDENCY 2023



West Virginia University
Department of Behavioral Medicine and Psychiatry

Let's go.

Let's go.



AMERICAN
PSYCHIATRIC
ASSOCIATION
EDUCATION

"Tour"

Our Program: The Basics

- ACGME Accredited **Complement 40**
- Residents per Class General: 8/ Rural: 2
- All major rotations at Main Teaching Hospital Campus
- Protected teaching/didactic time (Wed. PM, Fri. Noon)
- CBT, Psychodynamic, IPT and other therapy training
- Night Float System
- Moonlighting

West Virginia University
Department of Behavioral Medicine and Psychiatry



What is changing in
our program?

West Virginia University
Department of Behavioral Medicine and Psychiatry

What do residents think?



Table 2. Resident Preferences for Future Recruitment Seasons^a

Survey response option	Residents, No. (%)								
	All (n = 22 310)	PGY level			Medical school type		Sex		
		PGY-1 (n = 7593)	PGY-2 (n = 7738) ^b	PGY-3 (n = 6979) ^b	USMG (n = 14 776)	IMG (n = 7534)	Male (n = 12 336)	Female (n = 9941)	Other (n = 32) ^c
Recruitment should be only in person (if safe due to COVID-19)	7372 (33)	1752 (23)	3135 (41)	2485 (36)	5098 (35)	2274 (30) ^d	4198 (34)	3166 (32) ^e	8 (25)
Virtual option should be offered even if in-person is the norm again	5790 (26)	2116 (28)	1945 (25)	1729 (25)	3674 (25)	2116 (28) ^d	3117 (25)	2662 (27) ^f	10 (31)
Recruitment should remain virtual with option for subsequent on-site visit	4456 (20)	2320 (31)	989 (13)	1147 (16)	3104 (21)	1352 (18) ^d	2295 (19)	2154 (22) ^e	7 (22)
Recruitment should be only virtual	592 (3)	291 (4)	128 (2)	173 (2)	376 (3)	216 (3)	379 (3)	211 (2) ^f	2 (6)
Unsure	4100 (18)	1114 (15)	1541 (20)	1445 (21)	2524 (17)	1576 (21) ^d	2347 (19)	1748 (18) ^e	5 (16)

Abbreviations: IMG, international medical graduate; PGY, postgraduate year; USMG, US medical school graduate.

^a Residents were asked "For future residency recruitment seasons, which of the following best reflects your opinion?" Analysis included residents from US residency programs, including in Puerto Rico, who allowed their responses to be analyzed.

^b $P < .001$ for comparisons with PGY-1 residents.

^c *Other* was a checkbox option for sex, along with *Male* and *Female* options. No descriptors were provided. One resident did not indicate sex.

^d $P < .001$ for comparison between USMGs and IMGs.

^e $P < .001$ for comparison between females and males.

^f $P = .01$ for comparison between females and males.



Hybrid Recruitment



MFMR and the Match since 2020

- Small City in Montana that is rural / frontier facing
- One of the 11 original THC's
- We have grown from 6-6-6, to 8-8-8 and now 9-9-9 over the last 12 years.
- Average # of applications has decreased from 1200 to 800 per year over the past decade
- Around ¼ of applications are from IMGs > 5 years out from graduation or require a visa.
- Equal numbers of MD and DO applicants
- Experienced our “Best” and “Worst” match cycles in back to back years





Virtual vs. Hybrid

- COVID created a new rule book and still figuring out what it means.
- Virtual interviews worked well for our program, but created challenges for applicants
 - Did not get to see or understand our program / culture
 - Disadvantaged introverted personality types
 - Bias against our town / state / region
- In person
 - Students very appreciative for option,
 - Better opportunity to demonstrate our culture
 - Increased cost for student and program
 - High no show rate later in the season





AAMC 2022-2023

- The **Association of American Medical Colleges (AAMC)** recommended that all interviews remain virtual, noting that they "improve equity by eliminating a substantial portion of the cost of application and by opening opportunities for applicants who may have otherwise declined an interview invitation due to financial constraints."



AACOM 2022-2023

- Students should have choice between in-person or virtual. The only way to ensure all medical students have a fair and equitable opportunity to match is to let the students decide how best to present themselves as they interview for positions they will have for the next three to seven years. This choice is especially important for minoritized communities in medicine, which include the 25% of all medical students with a degree in osteopathic medicine (DOs) as well as students underrepresented in medicine (UIMs) with a DO or MD medical degree.



Ideas going forward

- Flexibility is key
- NRMP data showed FM programs needed to interview between 14-16 candidates per slot
- Need structured process to evaluate applicants based on your mission / goals to avoid only interviewing high quality candidates that are unlikely to come to your program
- Application and interview process is all highly biased, consider approaching this like a PDSA cycle for improvement.



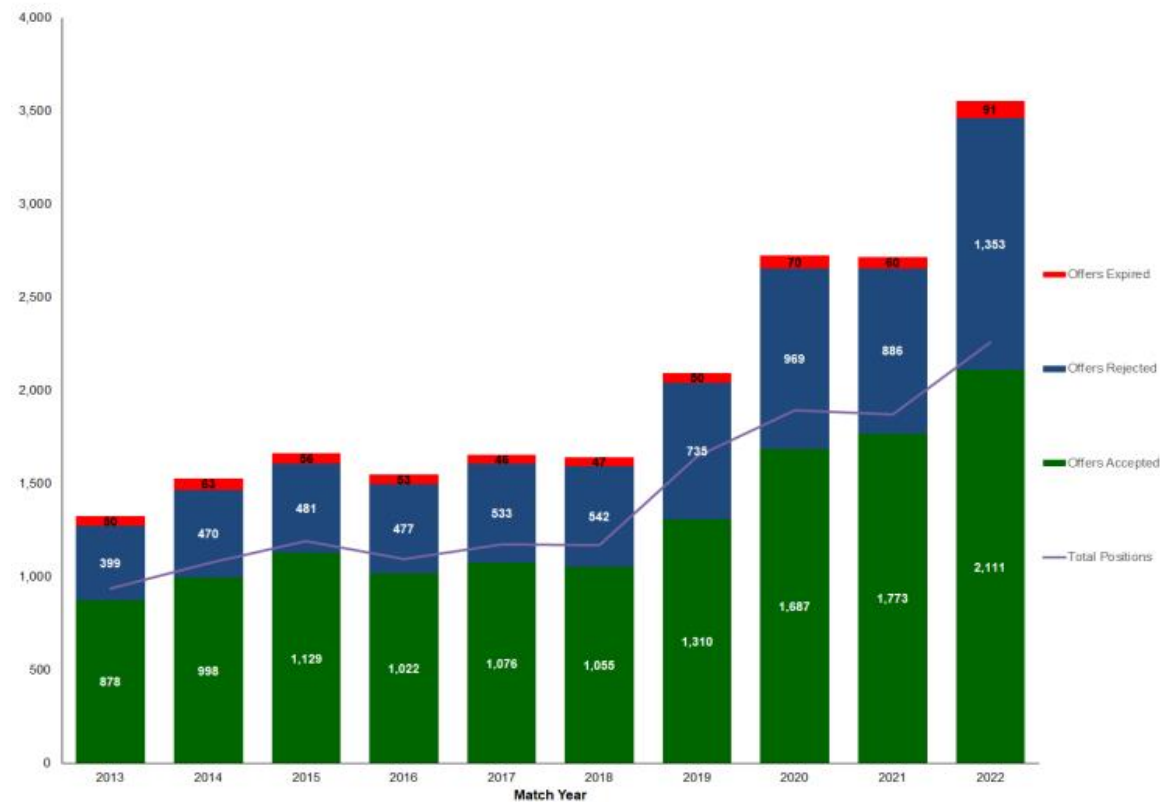
SOAP

SOAP rates increasing across the country

- Changes

- More programs are going into the SOAP
- More applicants are matching this way
- Programs and students have longer ROL but match rate is decreasing
- 18% increase in unfilled spots from 22'-23'

Figure 9 Offers Extended in SOAP,* 2013-2022





Programs in the SOAP

PGY-1 Positions	Offered	Unfilled
Emergency	3011	555
Family	5100	589
Internal	11911	545
Pediatrics	3067	91
Surgery- General	2834	585
Transitional Year	1741	217



Don't fear the SOAP

- The vast majority of residents matched via the SOAP are well prepared for training, contribute to their programs, and perform as well as other residents. Rural programs are more likely to place residents via SOAP than nonrural programs¹.
- Always have a plan for the SOAP so you are not caught unaware.
 - Know the calendar well (prep webinar is very helpful)



SOAP week

- Monday – Fill status, SOAP applicants have 24 hours to prep application. Prep time for the week
- Tuesday- application review and interviews
- Wednesday- application review and interviews
- Thursday- SOAP – 4 rounds, can extend only as many offers as you have spaces.
- Friday- Match day



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Interviewing Do's and Don'ts

DO NOT → REINVENT THE WHEEL



[AAMC Best Practices for Conducting Residency Interviews](#)



Interviewing Do's and Don'ts

Conducting Interviews

Do:

- Ask job-related questions.
- Use positive body language such as smiling and nodding occasionally.
- Refocus the applicant if he or she goes off track, by making a brief comment about the applicant's remarks (such as, "OK") and then firmly move back to the original question.
- Spend more time listening than talking.

Don't:

- Use negative body language such as raising an eyebrow, frowning, or using a harsh tone of voice.
- Give feedback to the applicant about his or her performance during the interview (such as, "Good" or "Great").
- Ask judgmental, why, leading, or yes/no questions.





Interviewing Do's and Don'ts

Evaluating Interviews

Do:

- Stay objective—focus on facts, not opinions.
- Focus on the applicant's responses to interview questions.
- Focus on one question or dimension at a time.
- Focus on comparing applicants' responses with scale anchors (if your program uses a rating scale).

Don't:

- "Fill in" parts of the answer based on your own interpretations of the applicant's response.
- Judge an applicant based on anything outside the scoring rubric (for example, personal appearance or your "chemistry").
- Compare responses of one applicant with those of other applicants during the interview.





Understanding Signaling

Signaling

- [AAMC Signaling Data](#)

Executive Summary



In all participating specialties, **sending a program signal increases applicants' interview invitation rates.**

When considering geographic preferences and program signals together: the **highest interview invitation rate(s) occurred when an applicant signaled the program AND their geographic preference aligned** with the program's location.



Having an **aligned geographic preference has a greater impact on interview invitation rates** compared to having no preference or a misaligned preference.

When considering geographic preferences alone, the **highest rate of interview invitation occurred when an applicant's geographic preference aligned with the program's location.**

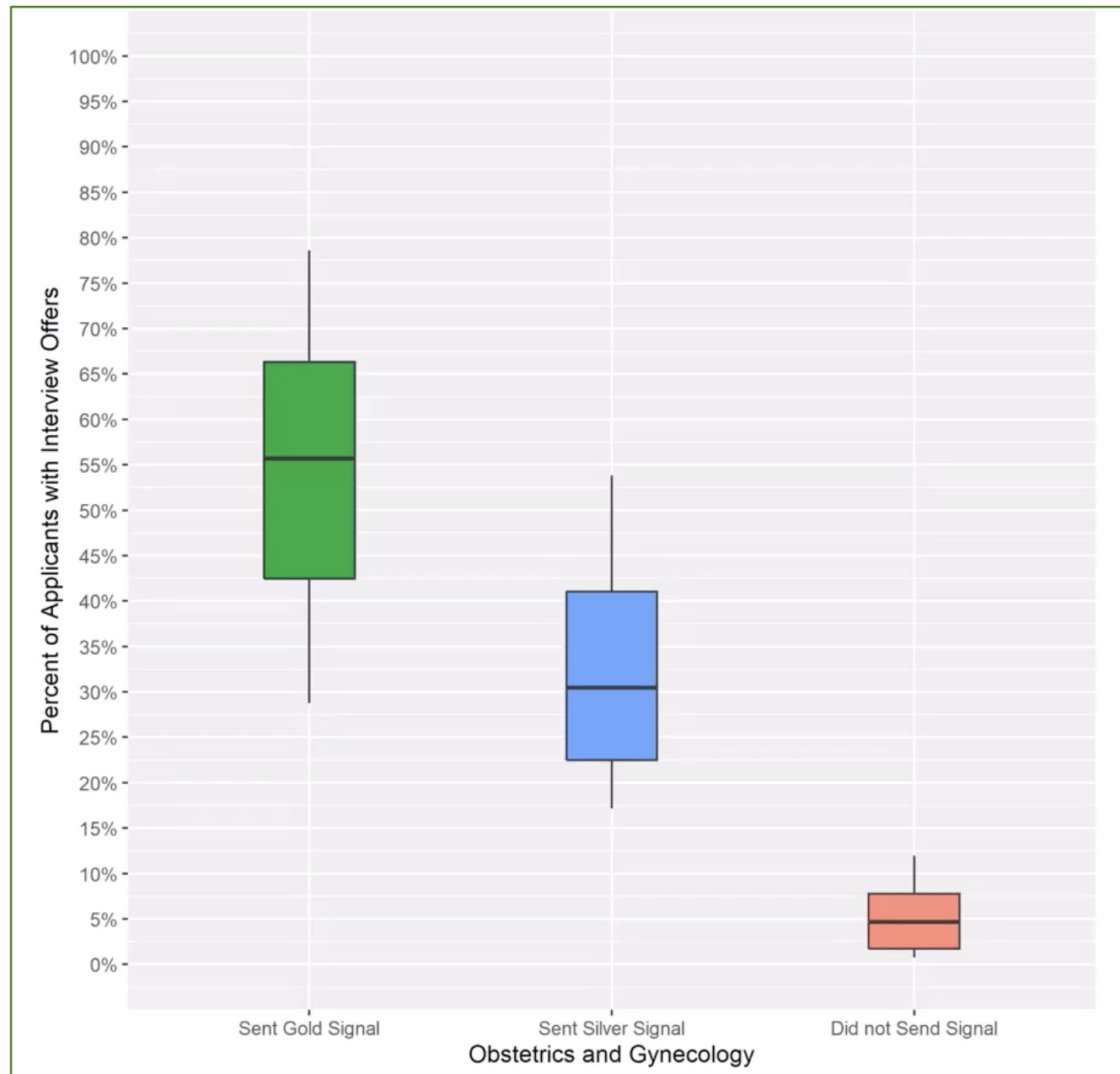


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Signaling





Thalamus Interview Platform



Thalamus

- AAMC Partnership → offering free services for all programs in 2023
- Significant time & effort reduction for Program Coordinator
- Integration of:
 - Scheduling, scoring, and repository for ERAS application
- FAQs available
 - [AAMC Thalamus FAQs](#)



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Thalamus

Program Leadership

1. Program Director



Ryan Spencer, MD

2. Department Chair



Ellen Hartenbach, MD, PhD

3. Program Coordinator(s)



Dylan Kittell

About Program

Gynecologic Oncology Fellowship Program

The fellowship in gynecologic oncology is supported by the [University of Wisconsin Hospital and Clinics](#) and the [University of Wisconsin Paul P. Carbone Comprehensive Cancer Center](#), and is accredited by the [American Board of Obstetrics and Gynecology \(ABOG\)](#) and [American Council for Graduate Medical Education \(ACGME\)](#).

Program Overview

The overarching aim is to produce outstanding clinician-scientists to act as leaders, healers, consultants and researchers in the field of gynecologic oncology. This three year program begins with the research component followed by two clinical years. The educational curriculum will be organized and comprehensive, structured in accordance with the guidelines listed in the *Guide to Learning in Gynecologic Oncology* published by the [American Board of Obstetrics and Gynecology](#).

[UW-Madison GynOnc Virtual Tour](#)

Program Care

The program will stress the complete care of women with gynecologic malignancies. Through the expertise of both gynecologic oncologists and other expert faculty, fellows will treat a broad patient population. They will experience graduated responsibility towards independent management. Safety, quality, and evidence-based chemotherapy administration will be emphasized. A collegial and supportive environment in both inpatient and outpatient settings.

Program Year Salaries

Pgy5 Salary: \$75,976

Pgy6 Salary: \$79,452

Pgy7 Salary: \$82,420

Contact & Locations

Home Airport: Dane Co Rgnl Truax Fld (MSN)

Time Zone: (UTC-06:00) Central Time (US & Canada)

Address Line 1: UW Hospital and Clinics Room H4-646

Website: <https://www.obgyn.wisc.edu/fellowship/gyn-onc>

Address Line 2: 600 Highland Ave

Phone: 608-417-7427

Thalamus

HIDE MENU <<

UPCOMING EVENTS:

No upcoming events.

PAST EVENTS:

1st Interview
8/10 PM Interview Session
12:30 PM - 4:00 PM CST
08/10/2023 - Thursday

1st Interview
8/10 AM Interview Session
8:00 AM - 11:45 AM CST
08/10/2023 - Thursday

1st Interview
8/3 PM Interview Session
12:30 PM - 4:15 PM CST
08/03/2023 - Thursday


1st Interview
8/3 AM Interview Session
8:00 AM - 11:45 AM CST
08/03/2023 - Thursday

< >

8/10 PM Interview Session - Thursday 8/10/23 - 1st Interview

Filter: All Scored Unscored

Orientation
12:30 PM - 1:30 PM
CST
Thursday
08/10/2023



Group


[View participants](#)
(6)

<https://video.thalamusgme.com/room/2672-1284481260>

[844-968-3280](tel:844-968-3280) **PIN** 44732615

Join Meeting

Interview
1:30 PM - 1:50
PM CST
Thursday
08/10/2023



Danika Barry

Preferred Name: Danika
Harvard Medical School
AAMC ID: 13751258
danika.barry@gmail.com

<https://video.thalamusgme.com/room/2672-1314209158>

[844-968-3280](tel:844-968-3280) **PIN** 10756599


Join Meeting

View PDF

Notes

Score

Break
1:50 PM - 1:55 PM
CST
Thursday





Group

[View participants](#)
(0)

Location: 5 minute Break

Notes: 5 minute Break

Help

 **RuralGME.org**  **THCGME.org**

25 Minutes- Small Groups



1. “Beginner”
2. “Intermediate”
3. “Old School”



Rural Residency Planning and Development and Teaching Health Center Planning and Development Technical Assistance Centers

A partnership between

