AAMC

MEDICAL EDUCATION (/TOPIC/MEDICAL-EDUCATION)

Interview Resources Appendices for 2022-2023 Residency Cycle Guidance

The following supports guidance that was developed by the AAMC (https://www.aamc.org/what-we-do/mission-areas/medical-education/aamc-interview-guidance-2022-2023-residency-cycle) in response to inquiries about residency interviews for the 2022-23 residency selection cycle.

- Appendix A: Planning for Virtual Interviews — Best Practices (#A)
- Appendix B: Diversity Equity and Inclusion Recruitment Resources (#B)
- Appendix C: Possible Areas of Research and Example Questions (#C)

Appendix A: Planning for Virtual Interviews — Best Practices

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Appendix B: Diversity Equity and Inclusion Recruitment Resources

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Appendix C: Possible Areas of Research and Example Questions

This appendix lists possible areas of research and example questions that could be used to evaluate virtual interviews. It is intended to provide the reader with an understanding of the research program the AAMC plans to co-create with multiple stakeholders.

Fairness

- Are there differences in interview ratings by applicant type and demographic group? Does the pattern of results differ for virtual and in-person interviews?
- Did access to technology affect applicants?

Validity and psychometrics

- Are ratings lower for virtual or in-person interviews?
- Does rater reliability differ between virtual and in-person interviews?
- Are there different Match rates and/or transfer rates (or positions on the Rank Order List) for applicants who interviewed virtually or in-person?
- How do the correlations between virtual interview ratings and trainee outcomes compare to the correlations between in-person ratings and trainee outcomes?

Applicant preparation, use, and reactions

- Do applicants believe that they were able to adequately show "who they are" in a virtual interview?
- What do applicants view as the pros and cons of virtual and in-person interviews? Which do they prefer?
- Using fellowship learners who interviewed in-person for residency and virtually for fellowship, how did experiences impact interview method preference?
- Two years post COVID-19, are learners still happy with the program where they matched?

Program use and reactions

- Is a broader pool of applicants (e.g., more geographically and demographically diverse, etc.) invited to virtual interviews than in-person?
- Does the applicant "no-show" rate change in virtual versus in-person?
- How do the interview processes compare for virtual and in-person (e.g., schedule, time, faculty involvement, etc.)?
- Two years post-COVID-19, are program directors still happy with their selection decisions?

Cost and resources

- Did virtual interviewing substantially decrease the cost of applying to residency?
- How much educational or clinical time was spent on virtual versus in-person interviews?
- What is the environmental impact of virtual compared to in-person interviews?

Implications for recruitment

- How does the applicant yield compare for virtual compared to in-person interviews?

- Do trainees who interviewed virtually report less satisfaction after entering training than do trainees who interviewed in-person?

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