

## Background

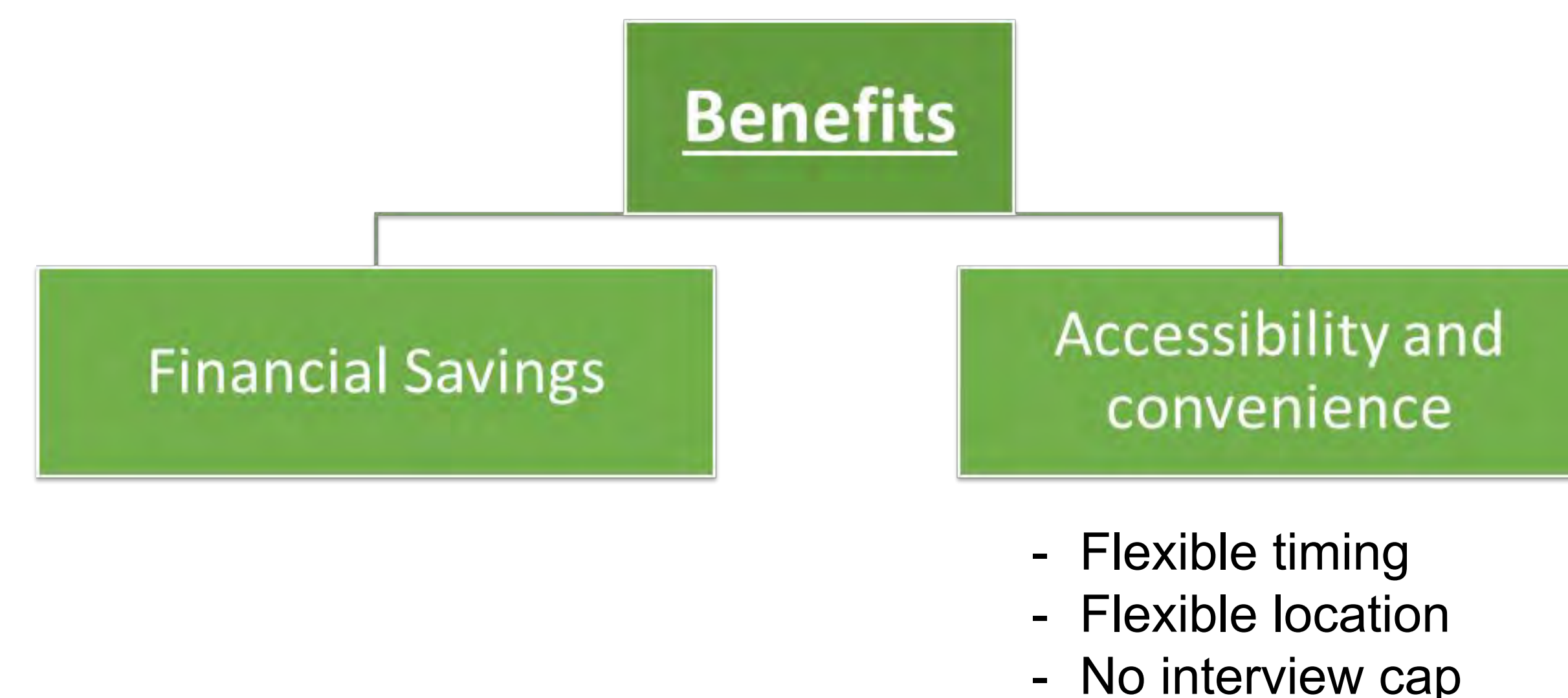
- The COVID-19 pandemic prompted the widespread usage of virtual interviews for the selection of applicants within the residency match
- Benefits of virtual interviewing from an applicant perspective have previously been described as cost reduction, time efficiency, while challenges include lack of personal connection
- As the pandemic fades in severity, virtual interviewing has remained a fixture of the residency application process

## Methods

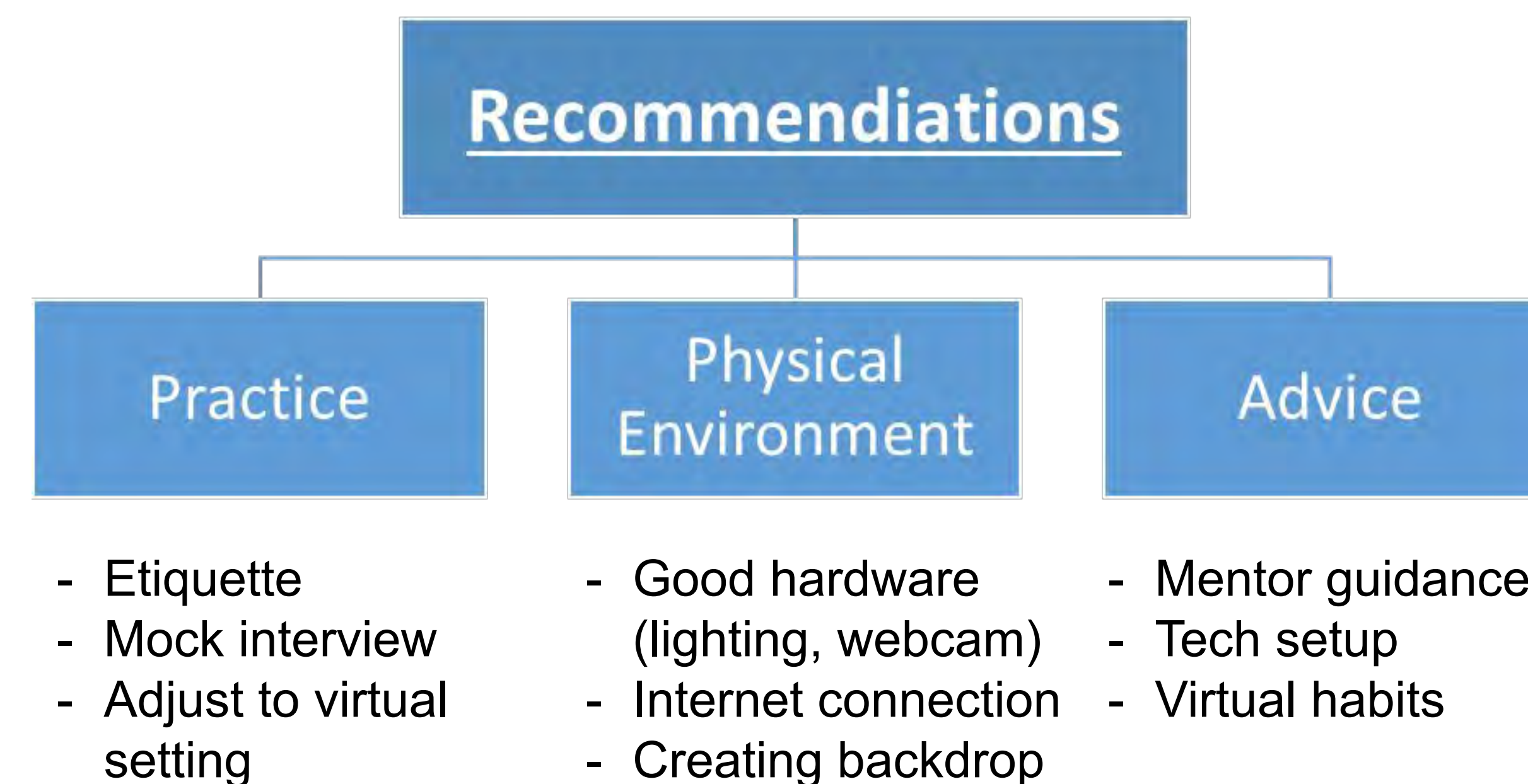
- Qualtrics survey developed and sent to M4 applicants during '20-21 and '21-22 cycles
- Survey questions included:
  - Gender
  - Age
  - Specialty applied to
  - # of applications sent
  - # of interviews attended vs cancelled
- Explorative prompts included:
  - What are ways MCW helped prepare you for virtual interviews?
  - What did you learn from the virtual cycle?
  - What advice do you have for future applicants in this process?

## Qualitative Results

- A mixed method survey was sent to post-Match M4 students at MCW during the 2021 (n=35, 15% response rate) and 2022 (n=58, 23.5% response rate) interview cycles.
- Notable demographic data of survey respondents included:
  - 51% female, 47% male
  - Applicant data: 17% IM, 16% Peds, 13% EM, 10% FM

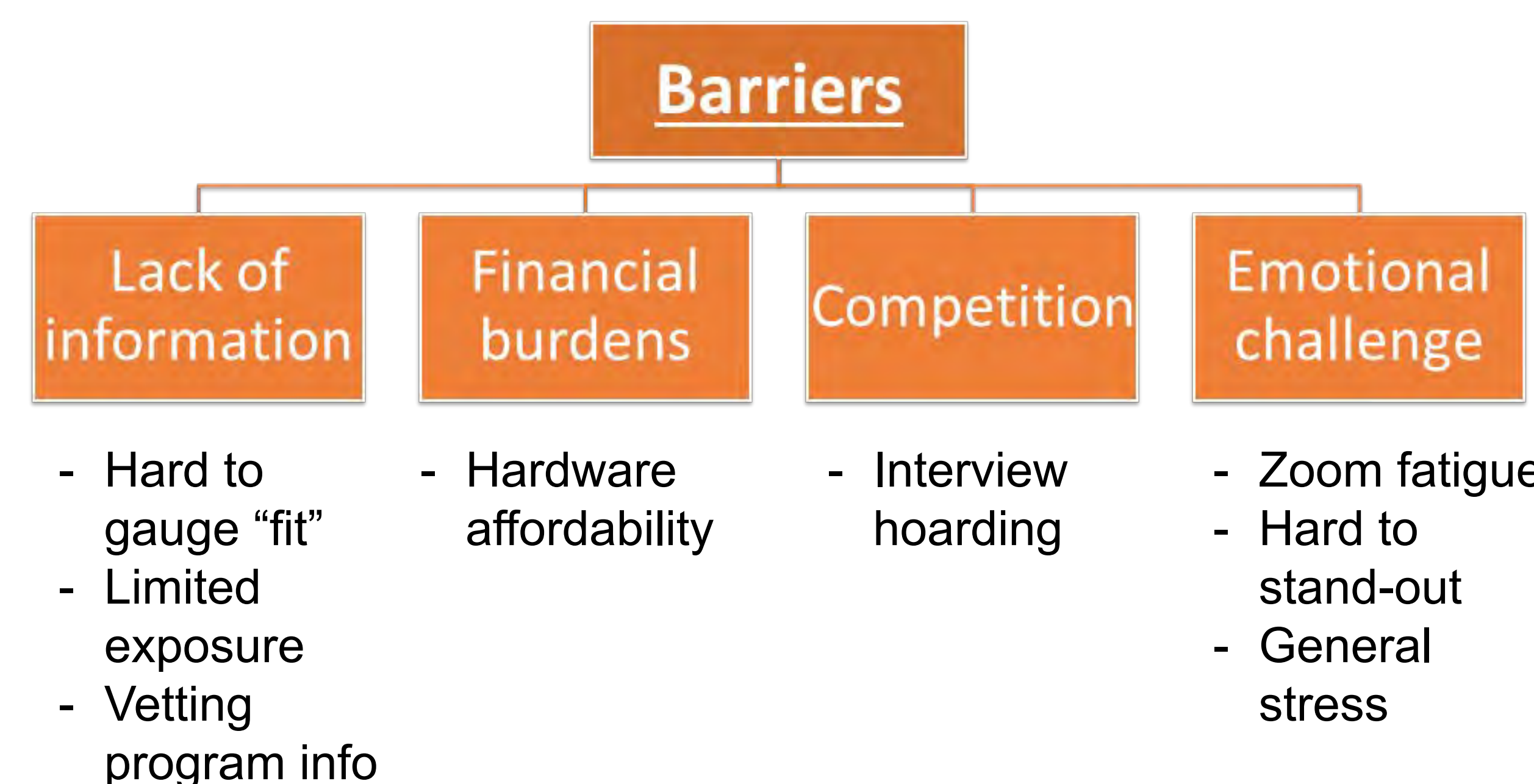


*“Virtual interviews make a huge difference for low SES students. Many students have to take out additional loans for interviews, so to avoid that is very beneficial for us”*



*“The practice interview was helpful in thinking about answering different questions”*

*“Create a background that is charming or has a talking point (bookshelf, plant, etc.) but don't go too crazy. It should be tasteful.”*



*“The top applicants have an unending supply of interviews, often times taking away spots to those mid- to lower-end applicants”*

*“Zoom fatigue is very real, I felt my performance on interviews suffered when the interview day was more than 4-5hrs”*

*“It was more convenient and cheaper than in-person interviews, but there was not the chance to get the true feel of the programs”*

## Discussion + Next Steps

- With the new virtual interview process being implemented two years ago, new change is usually viewed through a polarizing lens
- Three themes were isolated from the qualitative surveys of the respondents
- Polarized responses were seen in our especially in attitudes towards the new virtual interviewing
- The “goldilocks effect” was demonstrated in our analysis
  - Is it possible to reach the goldilock zone?
- Low response rate and single institution were important limiting factors
- Further research will need to be done to characterize the full extent of the benefits and drawbacks of virtual interviewing

## Acknowledgements

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## References

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