

## SMHS CFE Virtual Faculty Connection Sessions – May 26, 2020

**Total Attendees: 32**

What elements of an interview are important/work well?

- Seeing the person – enough to see body language
- Seeing how the person interacts with others – not just the interviewer
- Need to “sell” our program to candidate, not just evaluate candidate
- Seeing the facility
- Time with other Residents – socialization, camaraderie, “are these people I want to be around?”

Important things to consider online:

- Be clear with candidate re: Expectations
  - o Adequate camera/microphone
  - o Positioning of camera – see enough of the person
  - o Structure of the session – how many people, who they will see, breakout groups, etc

Discussion of interview/day process/structure

- One big Zoom meeting for full day – use breakout rooms for each separate interview
- Suggestion: have more than one interviewer in some sessions, so candidate can see interaction between colleagues (most say no more than 3)
- How long is “day” for one applicant? - suggestion was approx. 2.5-4 hours

Concerns

- Tech troubles
  - o Don’t hold tech issues against applicant
  - o Concern that unfamiliar tech will “Throw off” the interviewers
- Un-natural setup
- Lower financial/time/logistical hurdle will mean more applicants to work through, perhaps some who aren’t necessarily very interested – how to discern who is truly serious about GW.

Suggestions

- Include current residents (Chiefs) in planning of activities to introduce themselves, demonstrate culture/camaraderie, socialize
- Include a panel of current residents/fellows that candidates can ask questions
- Consider behavior-based interviewing – ask about previous experiences, rather than hypothetical situations
- Some were interested in standardized questions – that get asked to every candidate

Tour – much discussion on the need for some sort of virtual tour or replacement to the traditional tour that takes place during the interview day

- Suggestion to create virtual tour that can be used/adapted by each residency/fellowship program
- Some said plan to create video w/resident narration, then have “live” resident Q&A

- Some said plan to record video clips, have residents/fellows narrate “live/real-time” during interview day
- What is already available?
  - o GW Virtual Tour - <https://virtualtour.gwu.edu/>
  - o SMHS Virtual tour - <https://smhs.gwu.edu/virtualtour>
- Tour-building Tools
  - o Google Tour Creator - <https://arvr.google.com/tourcreator/>
  - o Thinglink – <https://www.thinglink.com/>
  - o Note: Would need photography, videography, narration and text to create tour

Additional Resources Shared:

- AMA Online Discussion: [Taking Care of our students: Preparing for the 2021 residency application cycle](#)
- [AAMC Virtual Interview Resources](#)
- Univ. of Arizona College of Medicine Webinar – [Virtual Interviewing Strategies](#)