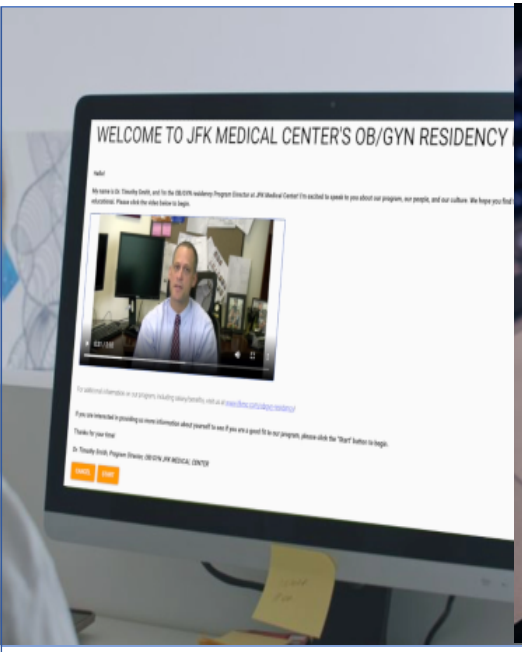
2020 CREOG *Virtual* EDUCATION RETREAT

JULY 30–31

ADVENTURES IN RESIDENCY EDUCATION: *Leading Differently Together*

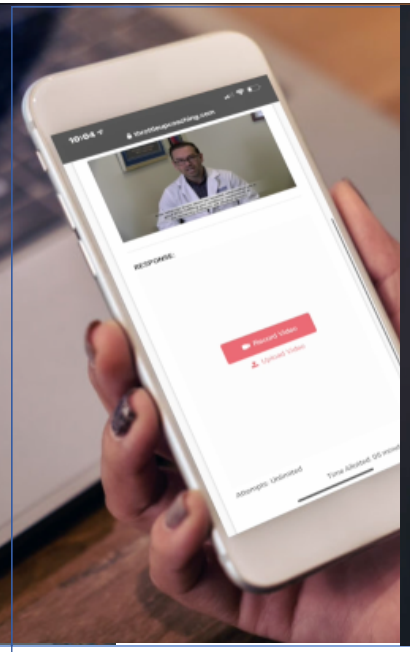
ASYNCHRONOUS VIDEO INTERVIEWING FOR VIRTUAL MATCH 2020-21

PRESENTED BY: FRED FISHBACK
JAVELIN LEARING SOLUTIONS



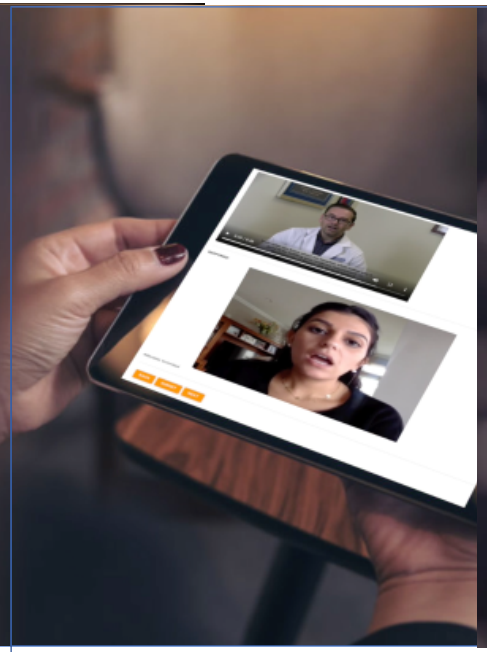
1

Showcase your program and create interview questions



2

Applicant learns about your program



3

Applicant responds to interview questions via video recording and can even ask questions of the program

4

Faculty reviews & evaluates recorded interview responses and can record answers back to applicant questions.

TOP 4 FACTORS RESIDENTS RATE AS MOST IMPORTANT IN RANKING/CHOOSING A GRADUATE MEDICAL EDUCATION PROGRAM*

1. Current resident satisfaction
2. Relationship between faculty and residents
3. Collegiality of current residents
4. Quantity and quality of faculty contact/mentoring

*Nagler, A., Andolsek, K., Schlueter, J., & Weinerth, J. (2012). To match or not: factors influencing resident choice of graduate medical education program. *Journal of graduate medical education*, *4*(2), 159–164. https://doi.org/10.4300/JGME-D-11-00109.1

**N-148; Online survey sent to GME Program Directors by Javelin Learning Solutions week of July 13, 2020

PROGRAM DIRECTOR SURVEY RESULTS ON PLANS & CHALLENGES LEADING UP TO VIRTUAL MATCH**

- 77% indicated they are planning to utilize a synchronous video interviewing strategy (i.e., real-time, live video sessions such as Zoom, Skype, Facetime)

- 20% indicated they are planning a mix of synchronous and asynchronous (i.e., on-demand, recorded video interviews)

Top 5 Concerns Leading into Virtual Match 2020-21

1. Not being able to represent their programs accurately and successfully
2. Technology glitches during virtual interviews
3. Logistical concerns such as scheduling issues
4. Lack of personal interaction between faculty, residents, and applicants
5. Getting sufficient information from virtual interviews for ranking

POTENTIAL ASYNCHRONOUS STRATEGIES

- Two-step: Early asynchronous followed by synchronous
- All asynchronous
- Asynchronously showcase your program, addressing applicant questions, but no asynchronous interview

BEST PRACTICES

- Candidate-centric experience is essential
- Showcase the people & culture of your program (real, authentic & personal)
- Address other issues…e.g., curriculum, location, salary, benefits, etc.
- Gently lead into the interview by focusing on “fit”

IMPLEMENTATION

- 5 steps:
  - STRATEGY: Choose how you will use asynchronous and synchronous and map timetable
  - SHOWCASE: Build your candidate experience as if you are talking to one-person at a time----which you are!
  - INTERVIEW: Create interview questions and rubrics
  - CHOOSE: Send showcase & interview out to chosen candidates to complete; assign faculty to review video responses when returned
  - EXPORT/IMPORT: Export interview data and ratings for import into your applicant tracking system