

**Virtual Interviews**

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Teaching Health Center

Sources:

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

Reasons to Do It:

* Cost-effective
  + Save money on meals
  + Save money on in-person events
  + Save applicants money
* Reduces bias
  + Allows applicants to interview that otherwise couldn’t afford to travel

Tips and Best Practices:

* Utilize Zoom or other virtual meeting software that allows use of breakout rooms
  + Controls time of each interview
  + Allows quick transition from one interview to another
  + Send 5-minute warning messages to breakout rooms
  + Have multiple co-hosts in case of computer crashes, call-outs, etc.
  + Incorporate zoom breaks to limit screen fatigue (i.e. 5-minutes after every 2-3 interviews, break to get lunch, etc).
  + Have lunchtime presentations to save time in the interview day (program overview, tours)
* Small pool of interviewers for consistent interview styles and assessments
  + Same residents/faculty interviewing consistently allows them to be more comfortable on Zoom, and standardize the interview process
* Add virtual tours to your interview day
  + Allows applicants to imagine themselves at your program and in your community
* Have multiple ways of access to residents and faculty
  + Q&A sessions with a resident before or after each interview session (opportunity to ask questions not able in interviews; casual atmosphere)
  + Virtual social events and second looks

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