Program Director Survey - Child Neurology Virtual Interview Experience

1. How many categorical (PGY1) child neurology positions were you recruiting for

	1	2	3	4	5 or more	N/A
2019-2020 recruitment season	○	○	○	○	○	○
2020-2021 recruitment season	○	○	○	○	○	○

2. How many applications did you receive in the 2020-2021 season compared to previous years?

- ○ > 10% **fewer** applications in 2020-2021
- ○ Similar number
- ○ > 10% **more** applications in 2020-2021

Other (please specify)

3. How many applicants did you interview per categorical position?

	5 or fewer	6-7	8-9	10-11	12 or more	N/A
2019-2020 interview season	○	○	○	○	○	○
2020-2021 interview season	○	○	○	○	○	○
Preference for 2021-2022 interview season	○	○	○	○	○	○

Other (please specify)

4. How was the overall quality of applications received during the 2020-2021 interview season compared to prior years?

- ○ Below average
- ○ Average
- ○ Above average

5. Did you use standardized questions during interviews?

	yes	no	not sure
2019-2020 recruitment season	○	○	○
2020-2021 recruitment season	○	○	○

6. In your program's experience, how do in person vs. virtual interviews compare in assessing the following applicant qualities? Please list the two most important qualities assessed during interviews in the **comment box.**

	In person interview better	In person and virtual interviews are similar	Virtual interviews are better	N/A we don't use interviews to assess this quality
Interpersonal communication skills	○	○	○	○
Clarity of spoken English	○	○	○	○
Grit/resilience	○	○	○	○
Dedication to child neurology as a career	○	○	○	○
Clinical reasoning skills	○	○	○	○
Clarification of "red flags" in the application, such as remediation of a course	○	○	○	○
Other (please specify below)	○	○	○	○

Two most important qualities gleaned from interviews:

7. How important were interviews in ranking applicants in the 2020-2021 recruitment season compared to in prior years?

- ○ **Less** important this year compared to previous years
- ○ Similar to previous years
- ○ **More** important this year compared to previous years

8. Overall, how well was your program able to showcase its unique qualities to applicants?

- ◯ Virtual interviewing negatively affected our ability to showcase our program to applicants
- ◯ Virtual and in person interview experiences were similar in our ability to showcase our program
- ◯ The virtual interview experience was better for showcasing qualities of our program

9. Now that your program has established a process for interview interviews, in the future how much faculty time will in person vs virtual interviewing require?

- ◯ Virtual interviewing will require significantly more faculty time than in person interviews
- ◯ Virtual and in person interviewing will require similar amount of faculty time
- ◯ In person interviewing will require significantly more faculty time than virtual interviews

10. What is your preference for interviewing applicants in the future after the COVID-19 pandemic subsides?

- ◯ Would like to offer only in person interviews
- ◯ Would like to offer only virtual interviews
- ◯ Would like to allow applicants to select their preference - virtual vs in person
- ◯ No preference
- ◯ Would like for individual applicants to experience a combination of virtual and in person interviews

Comments

Program Coordinator Survey - Child Neurology Virtual Interview Experience

1. How many categorical (PGY1) child neurology positions was your program recruiting for

	1	2	3	4	5 or more	N/A
2019-2020 recruitment season	◯	◯	◯	◯	◯	◯
2020-2021 recruitment season	◯	◯	◯	◯	◯	◯

2. How many applicants did your program interview per categorical position?

	4 or fewer	5-6	7-8	9-10	11-12	>12
2019-2020 interview season	◯	◯	◯	◯	◯	◯
2020-2021 interview season	◯	◯	◯	◯	◯	◯

Other/Comments

3. How many applicants did your program end up ranking compared to a typical year?

- ◯ at least 10% fewer this year compared to previous
- ◯ similar to previous years
- ◯ at least 10% more this year compared to previous

4. How many interview cancellations did you have in the 2020-2021 season compared to a typical year?

- ◯ Fewer this year
- ◯ Average
- ◯ More this year

Other/Comments

5. Compared to a typical year of in person interviewing, how difficult was it to fill cancelled interview spots with alternate applicants?

- ◯ more difficult to fill cancelled virtual interview spots
- ◯ similar difficulty compared to previous years
- ◯ easier to fill cancelled virtual interview spots

Comments

6. Which of the following live experiences were included in the synchronous (live) interview events? Check all that apply.

- ☐ Resident meet & greet
- ☐ Orientation to the program
- ☐ Teaching Conference
- ☐ Meeting/comments from Chair or Division Chief
- ☐ Video tour prerecorded and presented with live comments
- ☐ Video tour prerecorded and watched without live comments
- ☐ Other (please specify)

7. This interview season (2020-2021) how were pediatrics and neurology interviews coordinated?

- ◯ Pediatrics and neurology interviews occurred independently
- ◯ Pediatrics and neurology interviews were linked to occur on consecutive days
- ◯ Pediatrics and neurology interviews were linked to occur on the same day

How long was the interview experience? (e.g. 4 hours on one day, 4 hours on each of 2 days, etc).

8. Now that a process is in place for virtual interviewing in your program, **in future years**, how would in person vs virtual interviewing compare for program coordinator time if your program could choose to offer one or the other, or both?

- ◯ Virtual interviews will require more coordinator time than in person interviews
- ◯ Virtual and in person interviews will require similar amounts of coordinator time
- ◯ In person interviews will require more coordinator time than virtual interviews

Comments

9. How would you recommend your program continue interviewing applicants **in future years** once restrictions related to the COVID-19 pandemic are lifted?

- ◯ Offer only in person interviews
- ◯ Allow applicants to select having either all in person or all virtual interview
- ◯ Offer individual applicants a combination of in person and virtual interviews
- ◯ Offer only virtual interviews

Comments

10. Please provide comments that other programs/institutions may find helpful in navigating future interview seasons, for example tips, lessons learned, examples of institutional support.

Chief Resident Survey - Child Neurology Virtual Interview Experience

1. How many categorical (PGY1) child neurology positions was your program recruiting for

	1	2	3	4	5 or more	N/A
2019-2020 recruitment season	○	○	○	○	○	○
2020-2021 recruitment season	○	○	○	○	○	○

2. Did residents in your program participate in virtual social events with applicants this year?

- ○ yes
- ○ no
- ○ not sure

if yes, provide a brief description of the virtual social event.

3. How did virtual recruiting events this year compare to in person events in previous years regarding how well current residents and applicants were able to get to know each other?

- ○ In person events were much better
- ○ In person and virtual events were similar
- ○ Virtual events were better

Comments/suggestions for maximizing the quality of virtual social interactions.

4. Do you feel that residents could give quality feedback to the program about the applicants this year?

- ○ Yes, residents were able to provide quality feedback on applicants after virtual interview events
- ○ Somewhat, residents were able to provide some feedback but it was of uncertain utility/quality
- ○ No, residents were not able to provide quality feedback on applicants after virtual interview events
- ○ We had virtual events but my program did not request resident feedback on the applicants
- ○ We did not have virtual events in which residents and applicants could get to know each other

Other (please specify)

5. Did you program engage in social media for the purposes of recruitment?

	Yes	No	Not sure
2019-2020 interview season	◯	◯	◯
2020-2021 interview season	◯	◯	◯

Who was responsible for social media content?

6. Compared to previous interview seasons, the 2020-2021 interview season

- ◯ Required more time from residents than in past years
- ◯ Required a similar amount of time from residents than in past years
- ◯ Required less time from residents than in past years
- ◯ unsure how this year compared to previous

Comments

7. How would you recommend your program continue interviewing applicants in future years once restrictions related to the COVID-19 pandemic are lifted?

- ◯ Offer only in person interviews
- ◯ Allow individual applicants to select having either all in person or all virtual interview
- ◯ Offer individual applicants a combination of in person and virtual interviews
- ◯ Offer only virtual interviews

Comments

8. Please provide comments that other programs/institutions may find helpful in navigating future virtual interview seasons.