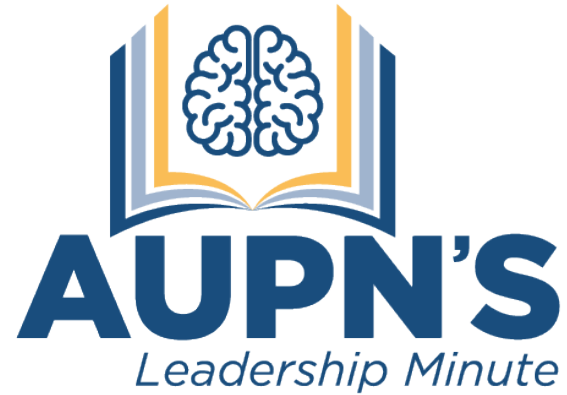


**Alissa Willis, MD**  
University of Mississippi  
Medical Center



*Challenges of Virtual  
Residency Interviews*



**Nina Browner, MD**  
University of North Carolina at  
Chapel Hill

# Challenges of virtual interviews

- **Lack of social informal interactions**

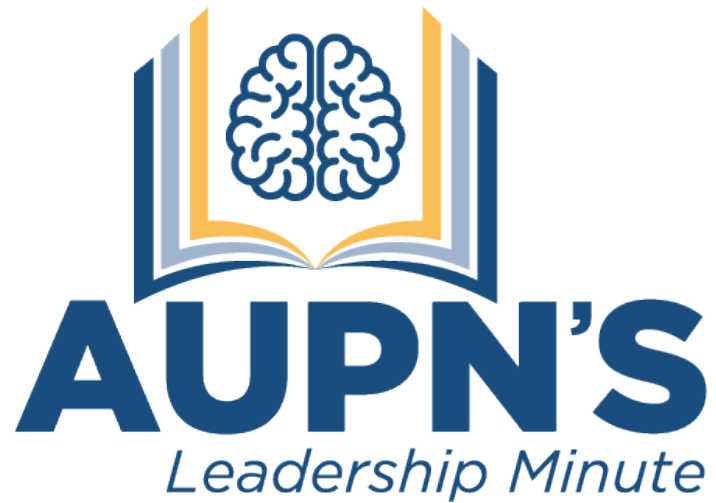
- assign small student groups to small resident groups for virtual informal “get to know you” party (social hour)
- leverage social media (#NeuroTwitterNetwork, #BlackInMedicine, #LatinxInNeuro, #DiversityInMedicine, and @Neuro\_Equity etc.)
- update online presence with formal and informal videos “tour of the hospital”, “resident day” etc.
- Be expressive and enthusiastic during the interview

- **Technology issues**

- Troubleshoot and have a back up plan in the event of technology failure, such as a telephone call
- Maximize interviewee and interviewer confidentiality by disabling of recording functions, passwords or a virtual waiting room that requires approval by the interviewer to join the meeting
- Adjust the process based on ongoing real-time feedback from all stakeholders

# Challenges of virtual interviews

- **Inherent differences among candidates in videoconferencing capabilities – the need to create an inclusive virtual environment**
  - Provide implicit bias training to interviewers and application reviewers
  - Consider use of neutral backgrounds including professional virtual backgrounds
  - Allocate time and resources for technology testing and troubleshooting before the interview day
  - Be flexible to move from one virtual platform to another
  - Provide various interview times to accommodate International and US candidates from different time zones
- **“Zoom fatigue”**
  - Shorter interview day
  - Multiple breaks during the interview day
  - Clear delineation of required and optional activities



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