

# Fellowship Recruitment: What Does the Future Hold?

**John B. Eck, MD**  
Duke University School of Medicine

**Edward R. Mariano, MD, MAS, FASA**  
Stanford University School of Medicine

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## Disclosures

- None.

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It's tough to make predictions, especially about the future.

Yogi Berra

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**Go virtual for everyone**  
Applicants have noted that a given in-person they feel the need to answer in person in order to have fair footing. Increasingly, all candidates virtual, including internal candidates, ensuring a more equitable process and allowing for more unscripted planning for interview dates.

**Showcase your program**  
It is a challenge for applicants to get a feel for the layout of a program's campus. A video specific to your program can give applicants a sense of the layout of your institution. Video production requires weeks of planning, filming of addresses and facts, rehearsing, and editing - be sure to plan in advance.

**Train your interviewers**  
Interviewers should be informed of the flow of the day ahead of time and clear what virtual activities for those hours. Being in line of a specific interview is the virtual setting. Interviewers that training for all interviewers will encourage a process that is equitable.

**Expect the unexpected, like appointment changes**  
Expect the unexpected, like appointment changes, and have backup plans in software booking. Provide applicant self-serve resources to make interview dates an ethical obligation. In a results interview setting, your administrator can coordinate a test group with all requirements to communicate needs and give 5-minute warnings.

**Do a test run**  
Testing before you go in is a virtual interview and can be designed for an administrator. Interviewers can test the lighting, the background, the audio, and the video connection. Please do this for a weekly connection without bias.

**Plan for glitches**  
An interview process with the opportunity for a backup plan is a good idea. Consider a backup plan for each interview. Consider a backup plan for each interview. Consider a backup plan for each interview. Consider a backup plan for each interview.

**Act like you would in person**  
Applicants may feel nervous or be uncomfortable regarding their future on camera. Work with technology and virtual video management to provide office space with internet access for applicants attending virtual interviews. Having a professional and background may also help alleviate concerns.

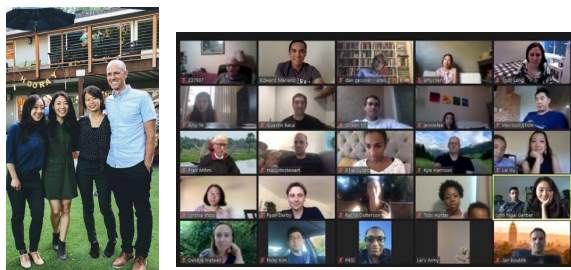
**Consider connectivity**  
With over 40% of the global population unable to access reliable internet, visitors may not have adequate access to home. Provide bandwidth to candidates who may have connectivity concerns. For example, consider offering a telephone interview with the option of one recording some video.

**Standardize the interview**  
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**Offer office space**  
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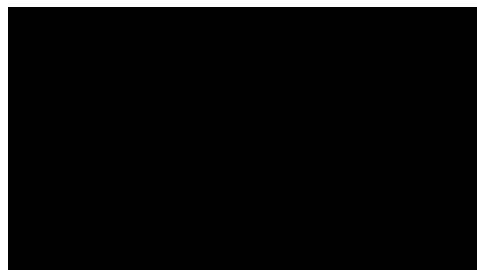
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## In Person or Virtual Events



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## The Video Tour



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### Questions for Discussion

- Who is doing something similar?
- Who screens applications? PD, APD, core faculty, or administrative staff?
- How many interviewers? Does virtual vs. in-person make a difference?
- What objective data are programs interested in or using? If using exam scores, which ones (e.g., USMLE, ITE, ABA basic)?
- Who uses the standardized letter of evaluation (new AASPD version)?