

## STFM Virtual Interview Guide for the 2021-2022 Residency Recruitment Cycle

Due to the ongoing COVID-19 pandemic, the Council of Academic Family Medicine (CAFM) has released a [strong recommendation](#) that interviews be conducted virtually again for the 2021-2022 recruiting season.

The STFM Graduate Medical Education Committee has collected the following resources to provide examples of how programs conduct effective virtual interviews and facilitate creative strategies to showcase their campus and communities to ensure good fit for both programs and learners. Strategies are also shared for supporting equity in interviewing to minimize bias and promote diversity in recruitment.

### 1. Virtual Interview Strategies and Models

When developing a virtual interview experience, programs have a number of resources and examples to draw from while designing their process. Best practices may consider allocation of additional interview slots, planning for informal virtual socializing events with candidates and current residents as well as faculty, and standardized scoring of virtual interviews.

- a. [AAMC Best Practices for Conducting Residency Program Interviews \(PDF\)](#)
- b. [AAMC Virtual Interview Tips for Program Directors \(PDF\)](#)
- c. [Virtual Interview Tips for Interviewers \(PDF\)](#)
- d. [Nuts and Bolts of Virtual Interviewing \(Webinar\)](#)
- e. [Virtual Residency Interviewing Strategies \(Webinar\)](#)
- f. [Virtual Interview Primer \(Slideshow\)](#)

### 2. Ensuring a Good Fit for both the Program and the Candidate

Programs can ensure a good fit for their candidates by ensuring that they present a variety of virtual options to showcase the community and their program. Options may include organic, low-cost social media videos created by residents and faculty, live-streamed campus tours, virtual social events, and gift boxes with local highlights.

- a. [Coalition for Physician Accountability Recommendations: Medical Students in the Class of 2021: Moving Across Institutions for Post Graduate Training - Compendium of Resources \(PDF\)](#)
- b. [AAMC: Creating a Positive Virtual Interview Experience \(Webinar\)](#)

### 3. Minimizing Bias & Promoting Diversity in Recruitment

It is important to consider the disruption caused by the COVID-19 pandemic when considering underrepresented in medicine (URM) candidates for recruitment. The resources below give detailed recommendations for holistic admission practices and candidate review to mitigate implicit bias and increase diversity in programs.

- a. [AAMC: Addressing Implicit Bias in Virtual Interviews \(Webinar\)](#)

- b. [ACGME Diversity and COVID-19 Considerations \(PDF\)](#)

#### 4. Additional Resources

Many of the medical education organizations have released useful collections of resources or guidelines for virtual interviewing.

- a. [AAMC Collection of Virtual Interviewing Resources](#)
- b. [Coalition of Physician Accountability Recommendations](#)
- c. [STFM Residency Recruitment Resources](#)
- d. [STFM Covid-19 Virtual Interviewing Resources](#)
- e. [AAFP Virtual Residency Interviews](#)
- f. [AAFP Strolling Through the Match guide for students](#)
- g. [AAFP Applying to Family Medicine Residencies \(webinar\)](#)
- h. [ACGME COVID-19 Resources](#)

## Recs for 2021-2022

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