

2020-10-29: Virtual Residency Recruitment
Sponsored by the Journal of Graduate Medical Education

The following links were shared during the chat:

- Graduate Medical Education Virtual Interviews and Recruitment in the Era of COVID-19
<https://www.jgme.org/doi/10.4300/JGME-D-20-00541.1>
- In Conversation with Ed Schein <https://www.egonzehnder.com/insight/in-conversation-with-ed-schein>
- Fostering Certainty in an Uncertain Era of Virtual Residency Interviews
<https://www.jgme.org/doi/10.4300/JGME-D-20-00503.1>
- Navigating the Virtual Residency Interview Process: Behind the Screens of Applicants and Programs
<https://journalofgme.libsyn.com/navigating-the-virtual-residency-interview-process-behind-the-screens-of-applicants-and-programs>
- A Harvard Psychologist Says People Judge You Based on 2 Criteria When They First Meet You
<https://www.businessinsider.com/harvard-psychologist-amy-cuddy-how-people-judge-you-2016-1>
- Branding and Recruitment: A Primer for Residency Program Leadership
<https://www.jgme.org/doi/10.4300/JGME-D-17-00602.1>
- Reimagining Residency Selection: Part 1—A Practical Guide to Recruitment in the Post-COVID-19 Era
<https://www.jgme.org/doi/10.4300/JGME-D-20-00907.1>
- Situational Judgement Test Validity for Selection: A Systematic Review and Meta-analysis
<https://onlinelibrary.wiley.com/doi/full/10.1111/medu.14201>



SAEM Online @SAEMonline19 hours ago

RT @Alliance4ClinEd: @JournalofGME will be leading a discussion about virtual residency recruitment on the #MedEdChat Oct 29th at 9PM NYC!...



MedEd Chat @MedEdChat19 hours ago

Don't forget to join #MedEdChat tonight at 9PM NYC to chat about virtual residency recruitment with the team from @JournalofGME #medstudenttwitter #meded <https://t.co/LVcrr7DPXv>



Deb Simpson @debsimpson318 hours ago

Looking for new ideas on #recruitment and #virtualinterviews during tonight's 8 PM Central time #MedEdChat and best advice give your students when on #hangouts and other virtual events. #KeepOnLearning re #MedEd w #JGMEers @lainieyarris @ndeiorio @DrMedEd itor @AvrahamCooperMD



Teresa Chan @TChanMD18 hours ago

RT @debsimpson3: Looking for new ideas on #recruitment and #virtualinterviews during tonight's 8 PM Central time #MedEdChat and best advic...



Avraham Z. Cooper, MD @AvrahamCooperMD18 hours ago

RT @debsimpson3: Looking for new ideas on #recruitment and #virtualinterviews during tonight's 8 PM Central time #MedEdChat and best advic...



The Wright Center @WrightCenterGME17 hours ago

Join in to chat about some of the newest innovations in GME virtual recruitment. #MedEd



JGME @JournalofGME 14 hours ago

Tonight's the night! Join our editors for a [#MedEdChat](#) about Virtual Residency Interviews



HRSA @HRSAgov 11 hours ago

Since 2011, [#HRSA's Teaching #HealthCenter Graduate Medical Education](#) program has trained over 1,148 new primary care [#physicians](#) & [#dentists](#), who have now entered the [#healthworkforce](#). Join tonight's [@MedEdChat](#) at 9 p.m. ET to find out what else we're doing! [#MedEdChat](#) <https://t.co/UaglQX13IZ>



JGME @JournalofGME 10 hours ago

RT [@MedEdChat](#): Don't forget to join [#MedEdChat](#) tonight at 9PM NYC to chat about virtual residency recruitment with the team from [@Journalof...](#)



MedEd Chat @MedEdChat 9 hours ago

[#MedEdChat](#) begins in 30 minutes!



Gary Beck Dallaghan @GLBDallaghan 9 hours ago

RT [@MedEdChat](#): [#MedEdChat](#) begins in 30 minutes!



Neeta Thakur @nthakurMD 9 hours ago

A3. 1. Keeps door closed 2. Deflates motivation 3. Causes doubt in own ability (internalize) [#ATSchat](#) [#implicitbias](#) [#MedEdChat](#)



Stephanie Lovinsky-Desir, MD, MS @slovinskydesir 9 hours ago

RT [@nthakurMD](#): A3. 1. Keeps door closed 2. Deflates motivation 3. Causes doubt in own ability (internalize) [#ATSchat](#) [#implicitbias](#) [#MedEd...](#)



HRSA @HRSAgov 9 hours ago

[#HappeningSoon](#): Join [#HRSA](#), [@JournalofGME](#) & others for a [#TwitterChat](#) at 9 p.m. ET. You can participate and follow along with [#MedEdChat](#)



MedEd Chat @MedEdChat 9 hours ago

Welcome to the [#mededchat](#) (US) I am your moderator for the next hour [@alliance4clined](#). Thanks again to [@JournalofGME](#) for the topic and questions tonight! [#MedStudentTwitter](#)



Teresa Chan @TChanMD 9 hours ago

RT [@MedEdChat](#): Welcome to the [#mededchat](#) (US) I am your moderator for the next hour [@alliance4clined](#). Thanks again to [@JournalofGME](#) for th...



MedEd Chat @MedEdChat 9 hours ago

The [#mededchat](#) topic & questions will be announced in a moment...for now, please introduce yourselves [#meded](#)



Andrea Smeraglio @anneghena9 hours ago
RT @MedEdChat: Welcome to the #mededchat (US) I am your moderator for the next hour @alliance4clined. Thanks again to @JournalofGME for th...



MedEd Chat @MedEdChat9 hours ago
If you are tuning in to the #mededchat, remember to use the #mededchat hashtag and try to answer with the Topic numbers (T1, T2, T3)



Gail Sullivan @DrMedEd 9 hours ago
RT @MedEdChat: Welcome to the #mededchat (US) I am your moderator for the next hour @alliance4clined. Thanks again to @JournalofGME for th...



Nicole M Deiorio, MD @ndeiorio9 hours ago
Good evening #MedEdChat! Happy to be here representing JGME as executive editor



Gary Beck Dallaghan @GLBDallaghan9 hours ago
Power restored an hour ago! Zeta has not been kind. Gary here in North Carolina! #mededchat



Jen Kaminsky @jen_kaminsky9 hours ago
RT @MedEdChat: Don't forget to join #MedEdChat tonight at 9PM NYC to chat about virtual residency recruitment with the team from @Journalof...



Teresa Chan @TChanMD9 hours ago
My baby pumpkin and I are tuning in from #HamOnt to #mededchat tonight! Happy to discuss our papers in @JournalofGME about residency recruitment and interviewing! #meded <https://t.co/u68p7cN3qo>



MedEd Chat @MedEdChat9 hours ago
We will assume that all of your tweets during #mededchat are your own during this hour unless otherwise stated #meded



HRSA @HRSAgov9 hours ago
#HRSA is excited to participate in the #MedEdChat! #DYK that our Medical Education program has trained > 1,100 #physicians & #dentists? Follow the chat to see what else we're up to!



Deb Simpson @debsimpson39 hours ago
Excited to be joining from #MKE where it's fall and beautiful! PS please don't forget to vote! #MedEdChat <https://t.co/ahIROW0wdO>



MedEd Chat @MedEdChat9 hours ago
T1 about to come up in a few moments #meded #mededchat



Kristina Dzara, PhD, MMSc [@KristinaDzara](#) 8 hours ago

RT [@TChanMD](#): My baby pumpkin and I are tuning in from [#HamOnt](#) to [#mededchat](#) tonight! Happy to discuss our papers in [@JournalofGME](#) about res...



Kristina Dzara, PhD, MMSc [@KristinaDzara](#) 8 hours ago

RT [@debsimpson3](#): Excited to be joining from [#MKE](#) where it's fall and beautiful! PS please don't forget to vote! [#MedEdChat](#) <https://t.co/a...>



Kristina Dzara, PhD, MMSc [@KristinaDzara](#) 8 hours ago

RT [@GLBDallaghan](#): Power restored an hour ago! Zeta has not been kind. Gary here in North Carolina! [#mededchat](#)



Kristina Dzara, PhD, MMSc [@KristinaDzara](#) 8 hours ago

RT [@ndeiorio](#): Good evening [#MedEdChat](#)! Happy to be here representing JGME as executive editor



MedEd Chat [@MedEdChat](#) 8 hours ago

Topic 1: What are the most [#innovative](#) [#novel](#) strategies you are using/heard others doing for [#residency](#) [#recruitment](#) in the virtual era. Any specific recs to increase [#DiversityandInclusion](#) in applicant pool and interview pools? [#MedEdChat](#)



Deb Simpson [@debsimpson3](#) 8 hours ago

[@ndeiorio](#) Welcome Nicole and thanks for being on as this is an area you have done [#MedEd](#) research [#MedEdChat](#)



ssanten [@ssanten](#) 8 hours ago

sally here for [#medEdChat](#)



Kristina Dzara, PhD, MMSc [@KristinaDzara](#) 8 hours ago

Kristina here signing in for [#MedEdChat](#)! Supporting [@JournalofGME](#) and [@GLBDallaghan](#) but mostly lurking this evening. [#MedEd](#)



Quentin Youmans [@QuentinYoumans](#) 8 hours ago

[@MedEdChat](#) Quentin in Chicago here. Looking forward to a great [#Mededchat](#).



WCM Diversity Center of Excellence [@WCMDiversityCtr](#) 8 hours ago

Joining in from NY. This is Daisy. [#MedEdChat](#)



HRSA [@HRSAgov](#) 8 hours ago

[@MedEdChat](#) T1. [#HRSA](#) encourages [#TeachingHealthCenters](#) to have resident testimonials and [#Bios](#) on the website for an in depth experience about the [#ResidencyProgram](#). [#MedEdChat](#)



Kristina Dzara, PhD, MMSc @KristinaDzara8 hours ago
 RT @MedEdChat: Don't forget to join #MedEdChat tonight at 9PM NYC to chat about virtual residency recruitment with the team from @Journalof...



HRSA @HRSAgov8 hours ago
 T1. #HRSA #TeachingHealthCenters evaluate candidates that are culturally competent and uniquely qualified to address a local population's #diverse needs. #MedEdChat <https://t.co/6Uy27pdePQ>



Deb Simpson @debsimpson38 hours ago
 T1: Establish a digital presence! #MedEdChat <https://t.co/MzS0FPqen6> <https://t.co/u3WLhxARps>



Kristina Dzara, PhD, MMSc @KristinaDzara8 hours ago
 RT @debsimpson3: T1: Establish a digital presence! #MedEdChat <https://t.co/MzS0FPqen6> <https://t.co/u3WLhxARps>



Gail Sullivan @DrMedEd_itor8 hours ago
 @MedEdChat T1 Putting 'a day in the life' for faculty members, for residents, for health care teams via short videos, on your program website. Also tours of weekend (pre-COVID19) local favorite activities #mededchat #jgme



Deb Simpson @debsimpson38 hours ago
 T1: Indeed every recommendation includes emphasizes what Ed Schein calls "personize"—not personalize - #socialpsychologist @MIT Sloan Then ask some Qs about the person - within the job not the job! #MedEdChat <https://t.co/9OQcFtR22w>



Teresa Chan @TChanMD8 hours ago
 RT @MedEdChat: Topic 1: What are the most #innovative #novel strategies you are using/heard others doing for #residency #recruitment in the...



Kristina Dzara, PhD, MMSc @KristinaDzara8 hours ago
 RT @DrMedEd_itor: @MedEdChat T1 Putting 'a day in the life' for faculty members, for residents, for health care teams via short videos, on...



Teresa Chan @TChanMD8 hours ago
 RT @debsimpson3: T1: Establish a digital presence! #MedEdChat <https://t.co/MzS0FPqen6> <https://t.co/u3WLhxARps>



WCM Diversity Center of Excellence @WCM DiversityCtr8 hours ago
 T1 IM has hosted an annual Residency Diversity Open House that started 20 years ago. 2020 joined by 15 programs & 1st virtual one #MedEdChat



MedEd Chat @MedEdChat8 hours ago
 RT @debsimpson3: T1: Establish a digital presence! #MedEdChat <https://t.co/MzS0FPqen6> <https://t.co/u3WLhxARps>



Deb Simpson @debsimpson38 hours ago
@WCM Diversity Ctr T1 @WCM Diversity Ctr Can you explain more what happens during open house? And it's outcomes? #MedEdChat



Lauren Mazzurco @LaurenMazzurco8 hours ago
Lauren here from eastern Virginia! Looking forward to great discussion! #mededchat



Abhay Dandekar @abhaydandekar8 hours ago
T1 : highlighting transparency and the open sense of humanity that your program offers. Virtual or not, prospective learners can smartly see this and need to know it #MedEdChat #MedEd



Nicole M Deiorio, MD @ndeiorio8 hours ago
T1: Bias can go both ways. What assumptions do you think applicants might make of programs virtually? #MedEdChat



Sarah N Bowe @DrSarahNBowe8 hours ago
RT @debsimpson3: T1: Establish a digital presence! #MedEdChat <https://t.co/MzS0FPqen6> <https://t.co/u3WLhxARps>



Lainie Yarris MD MCR @lainieyarris8 hours ago
#mededchat Joining from Portland, OR and @JournalofGME!



WCM Diversity Center of Excellence @WCM Diversity Ctr8 hours ago
T1 + feedback for @WCMpeds breakout that included faculty role play of interview. Pre Covid 1-1/small group interview #MedEdChat



Quentin Youmans @QuentinYoumans8 hours ago
@MedEdChat T1. Online materials are necessary for applicants to get to know a program. Ensure that content celebrates institutional #DEI efforts so that applicants can see that #Diversity is a priority. #Mededchat



MedEdBot @MedEdBot8 hours ago
RT @MedEdChat: T1 about to come up in a few moments #meded #mededchat



MedEdBot @MedEdBot8 hours ago
RT @KristinaDzara: Kristina here signing in for #MedEdChat!
Supporting @JournalofGME and @GLBDallaghan but mostly lurking this evening....



MedEdBot @MedEdBot8 hours ago
RT @abhaydandekar: T1 : highlighting transparency and the open sense of humanity that your program offers. Virtual or not, prospective lea...



Deb Simpson @debsimpson38 hours ago

@abhaydandekar T1: Ideas on how to be transparent as agree [#medicalstudent](#) can see through the haze... [#MedEdChat](#)



Gail Sullivan @DrMedEd 8 hours ago

@MedEdChat T1 Use videos or pictures w/text to highlight your program's diversity recruitment successes (residents, faculty) & special opportunities for UIM trainees, especially MENTORSHIP [#mededchat](#) [#diversityandinclusion](#) [#jgme](#)



Abhay Dandekar @abhaydandekar8 hours ago

T1: social hours to allow for breakout rooms that flip a leadership pyramid - allow for leaders and learners to review [#diversityandinclusion](#) initiatives together with applicants during a virtual social event or during a video tour [#MedEdChat](#) [#MedEd](#)



Lainie Yarris MD MCR @lainieyarris8 hours ago

T1: I suspect that applicants' implicit biases may impact their judgements of programs too -- the virtual format may cause appearances to have an increased weight in the overall program perception. [#mededchat](#)



Deb Simpson @debsimpson38 hours ago

@QuentinYoumans @MedEdChat Agree - many of our program websites now list [#DEI](#) efforts - best I've seen have progress markers... to demonstrate action. Other ideas? [#MedEdChat](#)



Deb Simpson @debsimpson38 hours ago

T1: Love "a Day in My Life" videos -- or [#resident](#) led virtual tours! Are they just funny to me cuz I know them? Somehow seeing a group "dance (with masks) down a hallway (no patients) has spirit/fun! Personalize! Show resident life & culture [#mededchat](#) <https://t.co/Va1nLFKRRq>



WCM Diversity Center of Excellence @WCMDiversityCtr8 hours ago

@debsimpson3 T1 We had to rearrange for virtual format. Welcome, program director panel, & separate residency program session [#MedEdChat](#)



MedEd Chat @MedEdChat8 hours ago

RT @debsimpson3: T1: Love "a Day in My Life" videos -- or [#resident](#) led virtual tours! Are they just funny to me cuz I know them? Somehow see...



Gail Sullivan @DrMedEd 8 hours ago

RT @lainieyarris: T1: I suspect that applicants' implicit biases may impact their judgements of programs too -- the virtual format may cau...



@Chatta_Girl, @ @DclemDeborah8 hours ago

RT @HRSAgov: [#HappeningSoon](#): Join [#HRSA](#), @JournalofGME & others for a [#TwitterChat](#) at 9 p.m. ET. You can participate and follow along with...



Gail Sullivan @DrMedEd 8 hours ago

RT @debsimpson3: T1: Love “a Day in My Life” videos – or #resident led virtual tours! Are they just funny to me cuz I know them? Somehow see...



Nicole M Deiorio, MD @ndeiorio 8 hours ago

Is anyone breaking up the interview day into longitudinal parts over the season? #MedEdChat



Gail Sullivan @DrMedEd 8 hours ago

RT @ndeiorio: T1: Bias can go both ways. What assumptions do you think applicants might make of programs virtually? #MedEdChat



Sarah N Bowe @DrSarahNBowe 8 hours ago

RT @debsimpson3: T1: Love “a Day in My Life” videos – or #resident led virtual tours! Are they just funny to me cuz I know them? Somehow see...



MedEd Chat @MedEdChat 8 hours ago

Keep rolling on T1. T2 will be up in just a few minutes #mededchat



HRSA @HRSAgov 8 hours ago

T1. HRSA #TeachingHealthCenters can use #SocialMedia to attract #applicants to their #GME programs. Acknowledge #residents and post consistently to enhance #recruitment. #MedEdChat <https://t.co/l4vtP1wzzQ>



Abhay Dandekar @abhaydandekar 8 hours ago

T1: nothing shares the #DEI value of a program like testimonials or shared stories from learners and patients. This is the true outcome that adds value #MedEdChat #MedEd



WCM Diversity Center of Excellence @WCMDiversityCtr 8 hours ago

@debsimpson3 T1 Finalizing eval & will update once Match results are available. We had 250+ in attendance. Previous years 100. #MedEdChat



Lainie Yarris MD MCR @lainieyarris 8 hours ago

@ndeiorio We are at OHSU! Interview day, with longitudinal Q&A and social events. #mededchat @OHSUEMres



Tom Cooney MD @PDX_Tom 8 hours ago

T1 #MedEdChat For a quick overview check out the #JGME podcast Graduate Medical Education Virtual Interviews and Recruitment in the Era of COVID-19 <https://t.co/t1n6hLVMmU>



Kristina Dzara, PhD, MMSc @KristinaDzara 8 hours ago

RT @PDX_Tom: T1 #MedEdChat For a quick overview check out the #JGME podcast Graduate Medical Education Virtual Interviews and Recruitment...



Nicole M Deiorio, MD @ndeiorio8 hours ago

Eg, having tours and intros for a larger group a few times over the winter, and then scheduling the 1:1 interviews separately from those? #MedEdChat



MedEd Chat @MedEdChat8 hours ago

Topic 2: What's the best advice you give your #MedicalStudents re: How to stand out during #virtualinterviews or other #VirtualEvent eg #hangouts with program directors, #faculty and/or #residents sponsored by the residency program? #MedEdChat



Deb Simpson @debsimpson38 hours ago

@ndeiorio T1-2 One of our #InternalMedicine programs did virtual screening interviews last yr - 15 min... and is continuing to do so followed by full interview at later date for smaller group of applicants. And Others have different activities on different days #GoogleHangouts #MedEdChat



Lainie Yarris MD MCR @lainieyarris8 hours ago

T1: Speaking of implicit bias, I was thinking during zoom interviews this week that virtual interviews presents a great opportunity to try blinded interviews (camera off!). Is anyone trying that? #mededchat



Tom Cooney MD @PDX Tom8 hours ago

T1 #MedEdChat And from #JGME <https://t.co/ECudSFyd9w>



Nicole M Deiorio, MD @ndeiorio8 hours ago

T2: as @debsimpson3 said, personalize! They want to connect with you as potential colleague. Share personal memorable details. #MedEdChat



Quentin Youmans @QuentinYoumans8 hours ago

@debsimpson3 @MedEdChat Written information is great, videos even better. Best to showcase engagement via different mediums. Trainee involvement is also key. #MedEdChat



Gail Sullivan @DrMedEd_itor8 hours ago

@ndeiorio T1 Yep, spreading interviews over different days; interviews in the evening and weekends #MedEdChat #jgm



Kristina Dzara, PhD, MMSc @KristinaDzara8 hours ago

RT @MedEdChat: Topic 2: What's the best advice you give your #MedicalStudents re: How to stand out during #virtualinterviews or other #Virt...



HRSA @HRSAgov8 hours ago

@MedEdChat T2. Medical students can look into the #program mission and who it serves prior to the #virtualinterview. #MedEdChat



Avraham Z. Cooper, MD [@AvrahamCooperMD8 hours ago](#)
[@MedEdChat](#) Keep it simple. Professionally appropriate background, friendly mien, be yourself. [#MedEdChat](#)



Lainie Yarris MD MCR [@lainieyarris8 hours ago](#)
T2: Do your research, aim for professional outfit and background, look directly into the camera, ask thoughtful questions. Like pre-covid advice, but adapted to a digital process. [#MedEdChat](#)



Deb Simpson [@debsimpson38 hours ago](#)
[@lainieyarris](#) Intriguing idea to just do "audio" interviews to increase fairness for all candidates (and interviewers) [#DEI](#) [#MedEdChat](#)



MedEd Chat [@MedEdChat8 hours ago](#)
RT [@PDX_Tom](#): T1 [#MedEdChat](#) And from [#JGME](#) <https://t.co/ECudSFyd9w>



Nicole M Deiorio, MD [@ndeiorio8 hours ago](#)
T2: Asking them questions—favorite restaurant, rotation, attending, hike in area—builds positivity around you. [#MedEdChat](#)



Abhay Dandekar [@abhaydandekar8 hours ago](#)
T2: Allow for pauses, listen with intent, and be patient. Virtual conversations need more absorbance of communication that it non-verbal and so slowing down may help with this. Especially when trying to get a "feel" for a program when a group is involved [#MedEdChat](#) [#MedEd](#)



Tom Cooney MD [@PDX_Tom8 hours ago](#)
[@debsimpson3](#) T1 [#MedEdChat](#) [#JGME](#) Another related strategy is to turn over your programs Twitter and/or Instagram to different residents to take folks through there day.



HRSA [@HRSAgov8 hours ago](#)
[@MedEdChat](#) T2. [#MedicalStudents](#) should also practice using the residency's virtual platform prior to the interview. Test [#camera](#), lighting, backdrop, sound, to give you the best virtual interview. [#MedEdChat](#)



Nicole M Deiorio, MD [@ndeiorio8 hours ago](#)
T2: What is consensus on appropriate dress for virtual hangouts/interest sessions? [#MedEdChat](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)
T2 Be fully present. Shut off the cell phone. Don't use obnoxious backgrounds. Ask questions that show you've done your research. [#mededchat](#)



Deb Simpson @debsimpson38 hours ago

@ndeiorio T2 exactly - that "personalize" element to find a connection. Maybe better through facilitated "virtual tours" and hangouts. #MedEdChat



Deb Simpson @debsimpson38 hours ago

T2: Remind applicants (and program) that 3 top factors influencing US #GME applicants' ranking of #residencyprograms are overall goodness of fit (89%) + interview day experience (82%) + the quality of residents (75%). #MedEdChat



Paul Haidet @myheroistrane8 hours ago

T2: if you are an introvert, use the chat box to chime in on tours or group sessions on interview day. Having built skills on twitter chats can help you to have a good presence in the chat box on zoom. #MedEdChat



Gail Sullivan @DrMedEd_itor8 hours ago

@MedEdChat T2 Be authentic: ask what you really want to know rather than trying to impress. Be prepared: review everything you can find online about the program, talk to anyone you know in the program. Take everything w/a grain (or 2) of salt: program can be diverse #MedEdChat #jgme



Tom Cooney MD @PDX_Tom8 hours ago

@AvrahamCooperMD @MedEdChat T2 #MedEdChat Spot on. Perhaps do some practice interviews so you get comfortable with the remote/virtual process. But yes, be yourself.



Deb Simpson @debsimpson38 hours ago

@myheroistrane Is anyone using "chat" data as part of selection data? If so how? #MedEdChat



Abhay Dandekar @abhaydandekar8 hours ago

T2: Ask the residents and faculty about how they have adapted to sharing their program virtually - the nimble program is the one that can be spirited and vibrant during trying and chaotic times #MedEdChat #MedEd



Lainie Yarris MD MCR @lainieyarris8 hours ago

I also find chat boxes to be efficient and fun for introductions and ice-breakers! #MedEdChat



Deb Simpson @debsimpson38 hours ago

T2: Need to focus on how we answer 2Qs: (1) Can I trust this applicant/faculty/resident; (2) Can I respect them aka #warmth & competence. Focus on warmth/trustworthiness 1st per @AmyCuddy's in interactions! #MedEdChat <https://t.co/8m1n29eXRS>



Londyn Robinson (Rheuminate) @londyloo8 hours ago

RT @PDX_Tom: T1 #MedEdChat And from #JGME <https://t.co/ECudSFyd9w>



Tom Cooney MD @PDX Tom8 hours ago

@debsimpson3 @myheroistrane Interesting. I think you would need to be very transparent wither way but applicants may be reluctant to 'chat's they worry they are being evaluated. #MedEdChat



Deb Simpson @debsimpson38 hours ago

@abhaydandekar Have to remind ourselves that "virtual" is still a stage - and you need to do "warm up" exercises and be fully present. Sometimes hard when "squeezing" these in between other clinical duties. #MedEdChat <https://t.co/qdl69Y24xj>



HRSA @HRSAgov8 hours ago

T2. #MedicalStudents can #research local community needs prior to the #virtual interview, including a city's culture, community challenges and demographics. #MedEdChat <https://t.co/OX7hG7bHjx>



Andrea Smeraglio @anneghena8 hours ago

RT @MedEdChat: Topic 2: What's the best advice you give your #MedicalStudents re: How to stand out during #virtualinterviews or other #Virt...



Gail Sullivan @DrMedEd_itor8 hours ago

@ndeiorio T2 Maybe business casual? They see only your top half, anyway! #mededchat #jgme



Lainie Yarris MD MCR @lainieyarris8 hours ago

T2: I think err on the side of more formal than you would in person. Business casual? Same for faculty! #MedEdChat



Gary Beck Dallaghan @GLBDallaghan8 hours ago

@lainieyarris T2 I don't know. I find they can be highly distracting and often feel like a second conversation. Deliberate use may make sense like the ice breaker. #mededchat



Gail Sullivan @DrMedEd_itor8 hours ago

@MedEdChat T2 Think seriously about what defines you as a budding doctor - this may be key to communicate #mededchat #jgme



Tom Cooney MD @PDX Tom8 hours ago

@lainieyarris Chat can be very useful. But need to be clear with applicants/residents/faculty if it is part of the applicant assessment process #MedEdChat



Gail Sullivan @DrMedEd_itor8 hours ago

@MedEdChat T2 Can you create an authentic 'elevator pitch?' But be entirely honest! #mededchat #jgme



Deb Simpson @debsimpson38 hours ago

@HRSAgov Even better - have program use #SoMe to share information about the city, culture, community challenges. @TChanMD and team provide excellence guidance re: how to do that. #MedEdChat -- see table in <https://t.co/VQOytVg264>



Tom Cooney MD @PDX Tom8 hours ago
[#MedEdChat](#)



Deb Simpson @debsimpson38 hours ago
T2: Be strategic as [#residencyprogram](#) (or applicant) have a consistent + unique "brand". Key brand elements: 1)identity; 2) image; 3) positioning; 4) experience; 5) auditing. They need to be aligned just like educ objectives = assessments! [#MedEdChat](#) <https://t.co/YlIt5kfILS> <https://t.co/Zc29DHR5uw>



Tom Cooney MD @PDX Tom8 hours ago
[#MedEdChat](#)



Abhay Dandekar @abhaydandekar8 hours ago
T2: Rehearse virtually with [#mentors](#) who can effectively offer coaching in virtual platform [#MedEdChat](#) [#MedEd](#)



Lonika #wearyourmask Sood @sood lonika8 hours ago
Ack... almost missed this fantastic@jgme [#MedEdChat](#)



Nicole M Deiorio, MD @ndeiorio8 hours ago
Yes! Advise applicants to consider what their "brand" is and what impression they want to leave the interviewer with--and polish this before the interview [#MedEdChat](#)



MedEd Chat @MedEdChat8 hours ago
RT @debsimpson3: T2: Be strategic as [#residencyprogram](#) (or applicant) have a consistent + unique "brand". Key brand elements: 1)identity; 2...



Jen Kaminsky @jen_kaminsky8 hours ago
RT @myheroistrane: T2: if you are an introvert, use the chat box to chime in on tours or group sessions on interview day. Having built skill...



JGME @JournalofGME8 hours ago
RT @debsimpson3: T2: Be strategic as [#residencyprogram](#) (or applicant) have a consistent + unique "brand". Key brand elements: 1)identity; 2...



Jen Kaminsky @jen_kaminsky8 hours ago
RT @debsimpson3: T2: Be strategic as [#residencyprogram](#) (or applicant) have a consistent + unique "brand". Key brand elements: 1)identity; 2...



Lonika #wearyourmask Sood @sood lonika8 hours ago
@DrMedEd itor @MedEdChat A2: you have a fantastic story to share about you, your school has likely prepared you well... be confident about who you are [#Mededchat](#)



MedEd Chat @MedEdChat8 hours ago

RT @DrMedEd_itor: @MedEdChat T2 Can you create an authentic 'elevator pitch?' But be entirely honest! #mededchat #jgme



Sarah N Bowe @DrSarahNBowe8 hours ago

RT @debsimpson3: @HRSAgov Even better - have program use #SoMe to share information about the city, culture, community challenges. @TChanM...



Abhay Dandekar @abhaydandekar8 hours ago

T2: As a former PD, I would always ask applicants - "when you leave us today, what do you want us to say about you?" - this should be pondered at every step in the virtual environ #MedEdChat #MedEd



Teresa Chan @TChanMD8 hours ago

RT @debsimpson3: @HRSAgov Even better - have program use #SoMe to share information about the city, culture, community challenges. @TChanM...



Lauren Mazzurco @LaurenMazzurco8 hours ago

@ndeiorio Agree! Esp when interviews are brief (and many!) a professionally authentic statement/brand can stand out to the interviewer! #MedEdChat



Deb Simpson @debsimpson38 hours ago

@DrMedEd_itor @ndeiorio Ahh beware - some #hangouts are doing dance offs and exercises as #icebreakers. #MedEdChat



MedEd Chat @MedEdChat8 hours ago

RT @debsimpson3: @HRSAgov Even better - have program use #SoMe to share information about the city, culture, community challenges. @TChanM...



HRSA @HRSAgov8 hours ago

#DYK that THCGME #residents primarily train in community-based settings, rather than in #hospitals like residents in traditional programs? This makes them more likely to continue practicing in those settings. Learn more: <https://t.co/qi5xLC55YC> #MedEdChat <https://t.co/m8TTB6EKTT>



Nicole M Deiorio, MD @ndeiorio8 hours ago

Is anyone recording their interviews for later review with the committee (with applicant permission of course)? #MedEdChat



Lainie Yarris MD MCR @lainieyarris8 hours ago

#MedEdChat T2: Also my advice to applicants - with difficult questions just take your time and speak from the heart. If it's genuine and true you can't really go wrong, and if your answer IS a problem it may not be the program for you.



JGME @JournalofGME8 hours ago
[#MedEdChat](#)



MedEd Chat @MedEdChat8 hours ago

Topic 3: The [#virtual](#) world provides opportunities for creativity in [#interviewing](#) and [#assessment](#) of applicants. What are your best [#innovations](#) for conducting [#virtualinterviews](#) and/or [#rating](#) [#MedicalStudent](#) candidates based on the interviews? [#MedEdChat](#)



Kathryn Andolsek @GME_MD8 hours ago

[@DrMedEd](#) [itor](#) [@jgme](#) [@MedEdChat](#) agree with authenticity and practice see if program has guidelines on dress code background exchange phone numbers if internet glitch stay flexible



Mala Joneja @DrMalaJoneja8 hours ago

Great tip for students who are introverts.



Gail Sullivan @DrMedEd_itor8 hours ago

[@debsimpson3](#) [@AmyCuddy](#) T2 I've GOT to read this! [#mededchat](#) [#jgme](#)



Deb Simpson @debsimpson38 hours ago

[@abhaydandekar](#) T2 Indeed - having a well thought through closing statement - to reinforce their [#brand](#) image, identity, experience is critical. Likewise for the [#program](#)! Make it a memorial, personalize statement! [#MedEdChat](#)



Abhay Dandekar @abhaydandekar8 hours ago

[@ndeiorio](#) interesting - with brief sessions, this could add a layer of dissection. Or to have direct observation of the virtual interview by a non-speaking participant. [#MedEdChat](#)



Tom Cooney MD @PDX_Tom8 hours ago

[@lainieyarris](#) T2 [#MedEdChat](#) Great point. It is even more difficult this year for applicants to assess program culture so even more important they 'be themselves' (authentic) to reduce chances of program/applicant mismatch. #



Lonika #wearyourmask Sood @sood_lonika8 hours ago

[@ndeiorio](#) Agree so important... even as an educator I sometimes struggle with my pitch [#MedEdChat](#)



Deb Simpson @debsimpson38 hours ago

T3: Exploring an interview scenario = to what they'll encounter in [#residency](#). Emphasize no R/W answers. Ask What would you consider doing & why? Any other alternatives? Then ask which alternative most likely to use + why? Score w rubric. [#MedEdChat](#) <https://t.co/AuCiPg9nKo>



Gail Sullivan @DrMedEd 8 hours ago

RT @lainieyarris: T2: I think err on the side of more formal than you would in person. Business casual? Same for faculty! #MedEdChat



Nicole M Deiorio, MD @ndeiorio 8 hours ago

T3: And have your interview assessment rubrics/tools changed in the virtual era? #MedEdChat



HRSA @HRSAgov 8 hours ago

T3. #HRSA #TeachingHealthCenters can have multiple interview formats for their #GME programs. Consider virtual lunch, #virtual coffee time or other ways to connect with applicants during the interview process. #MedEdChat <https://t.co/eGZYJfZLEu>



MedEd Chat @MedEdChat 8 hours ago

RT @debsimpson3: T3: Exploring an interview scenario = to what they'll encounter in #residency. Emphasize no R/W answers. Ask What would yo...



Tom Cooney MD @PDX Tom 8 hours ago

#MedEdChat #JGME



Deb Simpson @debsimpson3 8 hours ago

@lainieyarris Such good advice - and know our #DiversityandInclusion encourage one to consider the match - when what you need isn't what they have/can offer! #MedEdChat



Lauren Mazzurco @LaurenMazzurco 8 hours ago

@ndeiorio Not recording, but interested in this idea. Paraverbal communication is important too- and comes from both sides #MedEdChat



Tom Cooney MD @PDX Tom 8 hours ago

@sood lonika @ndeiorio Most folks are reluctant to sell them selves. Need to practice and get comfortable. #MedEdChat



Gail Sullivan @DrMedEd 8 hours ago

@MedEdChat T3 For improving diversity: don't look at USMLE step 1 except to see if passed (coordinator can screen). Only look at USMLE step 1 if you have a tie in the final rank order #diversityandinclusion #mededChat #jgme



MedEd Chat @MedEdChat 8 hours ago

RT @DrMedEd itor: @MedEdChat T3 For improving diversity: don't look at USMLE step 1 except to see if passed (coordinator can screen). Only...



Abhay Dandekar @abhaydandekar 8 hours ago

T3: the scoring rubric of the virtual space must account for a new quotient of "engagement" that is harder to do as the interviewer, so it's even more important (and a rich opportunity) to have observers of the interaction join in to get a feel for this. #MedEdChat #MedEd



Gail Sullivan [@DrMedEd](#) [itor8 hours ago](#)

[@MedEdChat](#) T3 I've hear of local specialties food baskets or program souvenir packets delivered to interviewees the evening before interview day. Creative: yes (& expensive) but does this send the right message? [#MedEdChat](#) [#jgme](#)



Lainie Yarris MD MCR [@lainieyarris8 hours ago](#)

[#MedEdChat](#) T3: Yes! At our residency we used the digital transformation as a prompt to reconsider our rubric. We thought about what we value, made a commitment to [#DEI](#) count on the rubric, and incorporated behavioral Q & implicit bias training.



Paul Haidet [@myheroistrane8 hours ago](#)

Anyone thought about having potential candidates do a telehealth visit with a standardized patient on interview day? The virtual platforms are re set up to easily make that happen.... [#mededchat](#)



Teoh Jou Yin [@teohjouyin8 hours ago](#)

[@MedEdChat](#) Hello [#mededchat](#)



MedEd Chat [@MedEdChat8 hours ago](#)

RT [@myheroistrane](#): Anyone thought about having potential candidates do a telehealth visit with a standardized patient on interview day? The...



Deb Simpson [@debsimpson38 hours ago](#)

[@ndeiorio](#) Interesting question - the rubrics and tools haven't change due to [#virtual](#). Interest is more driven by upcoming [#USMLE](#) Step 1 pass/fail - seeking "fit" measures! [#MedEdChat](#)



Gail Sullivan [@DrMedEd](#) [itor8 hours ago](#)

RT [@myheroistrane](#): Anyone thought about having potential candidates do a telehealth visit with a standardized patient on interview day? The...



Tom Cooney MD [@PDX_Tom8 hours ago](#)

[#MedEdChat](#)



Gail Sullivan [@DrMedEd](#) [itor8 hours ago](#)

RT [@abhaydandekar](#): [@ndeiorio](#) interesting - with brief sessions, this could add a layer of dissection. Or to have direct observation of the...



Gail Sullivan [@DrMedEd](#) [itor8 hours ago](#)

[@abhaydandekar](#) [@ndeiorio](#) T2 If feasible, this seems so valuable - for program & for applicant [#mededchat](#) [#jgme](#)



Sarah N Bowe [@DrSarahNBowe8 hours ago](#)

RT [@debsimpson3](#): T3: Exploring an interview scenario = to what they'll encounter in [#residency](#). Emphasize no R/W answers. Ask What would yo...



Kathryn Andolsek @GME_MD8 hours ago

@DrMedEd_itor @JournalofGME @MedEdChat i might not use #usmle as tie breaker but how could i add #diversity to my #residency #race #ethnicity #rural born #immigrants #firstGen #lgbtq how can i help our residents "look" more like the patients we serve



Deb Simpson @debsimpson38 hours ago

@myheroistrane Interesting idea to do telehealth visits w #StandardizedPatient! Wondering what #medicalstudents would think. Worry about the message program sending - programs doing their own USMLE Step 2CS? #MedEdChat



Nicole M Deiorio, MD @ndeiorio8 hours ago

@LadraPancho @MedEdChat In #EmergencyMedicine we call that the "night shift test"! #MedEdChat



Gary Beck Dallaghan @GLBDallaghan8 hours ago

@debsimpson3 @ndeiorio That's interesting. I've worked with some folks locally to get #medstudent impressions of sense of community or belongingness after completing virtual electives. Virtual environments are different so evaluating a candidate's interview skills that way should adapt #MedEdChat



MedEd Chat @MedEdChat8 hours ago

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat



Deb Simpson @debsimpson38 hours ago

T3: To achieve our commitment to have our #GME programs more broadly reflect population - we have been public about interest in 'non-traditional' evidence demonstrating service to #underserved, experience in #QUIPS, #leadership, training in @conflictresolution #DEI #MedEdChat



Abhay Dandekar @abhaydandekar8 hours ago

I think this environ is an opportunity to really maximize the inclusion of other stakeholders: non-physician team members and patients/families can play a major role and fewer barriers to involve them to showcase teams and program outcomes #DEI #MedEd #MedEdChat



Quentin Youmans @QuentinYoumans8 hours ago

@MedEdChat T3. Consider multiple mini interviews. Can explore non-cognitive traits while having the added benefit of potentially mitigating bias by expanding pool of interviewers with whom an applicant interacts. #MedEdChat



Deb Simpson @debsimpson38 hours ago

In closing -Thanks to all #mededucators who shared their expertise on #GME #JGME- it's how we #learn! @TChanMD @maryhaasmd @ShuhanHeMD @KevSternbergUro @sbernsteinmd @drjes sigold @SepidehAshrafz @ericshappel @nahzinine @DrAbracadabra @theBranzetti @MikeGisondi @ahnjam #MedEdChat



JGME @JournalofGME8 hours ago

Thanks for joining us in a great discussion tonight. For more on virtual interviews, the newest episode of our podcast offers insights & advice for navigating this process <https://t.co/CcaZsFu3oZ> #MedEdChat #MedEd <https://t.co/LraMbHNOaL>



Michael A. Gisondi, MD @MikeGisondi8 hours ago

RT @debsimpson3: In closing -Thanks to all #mededucators who shared their expertise on #GME #JGME- it's how we #learn! @TChanMD @maryhaasmd...



MedEd Chat @MedEdChat8 hours ago

That's a wrap...I will post the #mededchat transcript tomorrow morning on <https://t.co/mJivoKroXx> on the Resources page. Thanks everyone for participating! #meded



MedEd Chat @MedEdChat8 hours ago

Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded #mededchat



Deb Simpson @debsimpson38 hours ago

PS #MedEdChat is a great #communityofpractice! Honored to among @JournalofGME editors participating. Be sure to check out #JGME Hot Topics podcast – check out most recent on recruitment and interviewing! @ndeiorio @TChanMD @lainieyarris @PDX_Tom <https://t.co/SGbaNjGSbF>



Kathryn Andolsek @GME_MD8 hours ago

@DrMedEd_itor @GLBDallaghan @JournalofGME @MedEdChat i think everyone needs to stay curious and learn some of best things applicants and programs learn about one another is #flexibility #tolerance4Ambiguity #adaptability #resiliency #humor



HRSA @HRSAgov8 hours ago

Thank you, @MedEdChat & @JournalofGME, for tonight's #MedEdChat! #HRSA is proud to be part of #MedicalEducation! We've provided \$59.5M to increase #primarycare #residency programs in #rural communities. Other ways we're improving access to #healthcare: <https://t.co/qi5xLC55YC> <https://t.co/zioWL8Pdmh>



Abhay Dandekar @abhaydandekar8 hours ago

RT @JournalofGME: Thanks for joining us in a great discussion tonight. For more on virtual interviews, the newest episode of our podcast of...



Kathryn Andolsek @GME_MD8 hours ago

RT @DrMedEd_itor: @MedEdChat T3 For improving diversity: don't look at USMLE step 1 except to see if passed (coordinator can screen). Only...



Deb Simpson @debsimpson38 hours ago

RT @JournalofGME: Thanks for joining us in a great discussion tonight. For more on virtual interviews, the newest episode of our podcast of...



Abby Spencer, MD, MS, FACP @abbyCCim8 hours ago

RT @myheroistrane: T2: if you are an introvert, use the chat box to chime in on tours or group sessions on interview day. Having built skill...



MedEdBot @MedEdBot7 hours ago

RT @HRSAgov: Thank you, @MedEdChat & @JournalofGME, for tonight's #MedEdChat! #HRSA is proud to be part of #MedicalEducation! We've provi...



Deepa Raghunathan, MD @DrDeepa10207 hours ago

RT @debsimpson3: T1: Establish a digital presence! #MedEdChat <https://t.co/MzS0FPqen6> <https://t.co/u3WLhxARps>



Farooq @farooqrathore7 hours ago

This is a long but very important read on the value of touch. Particularly important for the physicians of today. Many of them rely more on gadgets and equipment instead of listening and examining their patients #MedEdChat #touch #communication <https://t.co/ntYonDdiIR?>



Teresa Chan @TChanMD7 hours ago

RT @debsimpson3: PS #MedEdChat is a great #communityofpractice! Honored to among @JournalofGME editors participating. Be sure to check out...



Mrin Shetty @MrinShettyMD6 hours ago

Talk about #SheForShe ! This is truly thoughtful Thank you @avolgman for being such

a example #ACCFIT #AHAFIT #MedEdChat #CardioTwitter



Tom Cooney MD @PDX_Tom6 hours ago

#MedEdChat #igme



T.H.E. @ToHelpEveryone4 hours ago

RT @HRSAgov: T1. HRSA #TeachingHealthCenters can use #SocialMedia to attract #applicants to their #GME programs. Acknowledge #residents and...

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@MedEdChat 100



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[@KristinaDzara](#) 62.4K



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