

2021-09-23: Preparing for and Studying the Impact of Virtual Residency Interviews

Topic and Questions courtesy of the Journal of Graduate Medical Education

The following links were shared during the chat:

- [Do's and Don'ts of the Virtual Interview: Perspectives From Residency and Fellowship Applicants | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Virtual Interview Tips for Medical School Applicants \(aamc.org\)](#)
- [Fostering Certainty in an Uncertain Era of Virtual Residency Interviews | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [recommendations-and-information-on-virtual-interviews.pdf \(aacom.org\)](#)
- [Reimagining Residency Selection: Part 1—A Practical Guide to Recruitment in the Post-COVID-19 Era | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Graduate Medical Education Virtual Interviews and Recruitment in the Era of COVID-19 | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Mitigating Bias in Virtual Interviews for Applicants Who are Underrepresented in Medicine - PubMed \(nih.gov\)](#)
- [Virtual Interviews: Tips for Program Directors \(aamc.org\)](#)
- [Mitigating Bias in the Era of Virtual Residency and Fellowship Interviews | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Navigating Bias on Interview Day: Strategies for Charting an Inclusive and Equitable Course | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Tackling Implicit and Explicit Bias Through Objective Structured Teaching Exercises for Faculty | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [A Practical Approach to Implicit Bias Training | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Hot Topics in MedEd: Graduate Medical Education Virtual Interviews and Recruitment in the Era of COVID-19 \(libsyn.com\)](#)
- [Hot Topics in MedEd: What Can We Do About Residency Application Inflation? \(libsyn.com\)](#)



MedEd Chat (hosted by ACE) @MedEdChat8 hours ago

TOPIC 1: What's the best advice you give to #medstudents to prepare for their virtual interviews? #meded #MedEdChat



Heather Paladine @paladineh8 hours ago

Hi - It's Heather, #FamilyMedicine program director in NYC. Thanks for the great topic! #MedEd #mededchat



Rachel Gottlieb-Smith, MD, MHPE @RGottliebSmith8 hours ago

T1: For med students, I think the Advice for Applicants Box in this @JournalofGME article has some great 'do's and don'ts': <https://t.co/YBj3hHca6C> #MedEdChat



Rachel Gottlieb-Smith, MD, MHPE @RGottliebSmith8 hours ago

T1: Also, Zoom tips I've recently learned: (1) When you're speaking with someone, drag their video box up, toward your camera. That will make it look like you have better eye contact. (2) Check out the "adjust for low light video setting," if you need it! #MedEdChat



Gary Beck Dallaghan @GLBDallaghan8 hours ago

@MedEdChat T1 Leave your phone in a different room away from the computer when you do the interview. #MedEdChat



Deb Simpson @debsimpson38 hours ago
[@paladineh](#) Glad to have you join Heather!! PD perspective always insightful!! #MedEdChat



SimAware #SimTribe @sim_aware8 hours ago
[@MedEdChat](#) A1: Do mock interviews (simulations) with your friends and roommates. There are TONS of questions online to help guide them. Record them if you can so you see how you look and sound. #MedEdChat #MedEd #HR #MIE330



Heather Paladine @paladineh8 hours ago
T1: Read the program's website! Much of the advice is similar for virtual and in person. Prepare, be ready to talk about yourself, have questions ready that are specific to the program. #MedEd #mededchat



Deb Simpson @debsimpson38 hours ago
T1 Read #PeerReview info – and prepare. Multiple articles written by students re: what to expect and how to prepare. Particularly like guidance from now [@GeisingerGme](#) Do's and Don'ts of the Virtual Interview see <https://t.co/2kiPJ8h9ZA> #MedEdChat <https://t.co/znGJS8ltQg>



Deb Simpson @debsimpson38 hours ago
[@sim_aware](#) [@MedEdChat](#) Super idea - virtual interview need to also check out background, appearance, etc. Lots of #medschool faculty are GME interviewers and can add fidelity!! Ask them! #MedEdChat



SimAware #SimTribe @sim_aware8 hours ago
[@MedEdChat](#) This list of questions was a refreshing post for reducing bias. Use them to practice. #MedEdChat #MedEd #HR #MIE330 <https://t.co/WrQft7w9wd>



Gary Beck Dallaghan @GLBDallaghan8 hours ago
[@debsimpson3](#) [@sim_aware](#) [@MedEdChat](#) T1 What's the prevailing opinion about using the virtual backgrounds? I find them to be extremely distracting if people sort of meld in and out of the image. #MedEdChat



Deb Simpson @debsimpson38 hours ago
[@paladineh](#) So true- whether F2F or virtual - lack of preparation shows!! What questions do candidates ask that you find most informative about them? #MedEdChat



Heather Paladine @paladineh8 hours ago
[@GLBDallaghan](#) [@debsimpson3](#) [@sim_aware](#) [@MedEdChat](#) I agree! If using it's important to keep your head relatively still - it's more distracting if you move around a lot #meded #mededchat



SimAware #SimTribe @sim_aware8 hours ago
[@GLBDallaghan](#) [@debsimpson3](#) [@MedEdChat](#) I agree. That said, I'd prefer that to clutter distracting the faculty #MedEdChat



JGME [@JournalofGME8 hours ago](#)

RT [@debsimpson3](#): T1 Read [#PeerReview](#) info – and prepare. Multiple articles written by students re: what to expect and how to prepare. Par...



Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh8 hours ago](#)

[@MedEdChat](#) [#mededchat](#) T1 should be well prepared for interviews mock interviews to be done . Peaceful room no distractions, no noise, proper background and proper light [#meded](#)



Avraham Z. Cooper, MD [@AvrahamCooperMD8 hours ago](#)

RT [@debsimpson3](#): Looking forward to this [#MedEdChat](#) in < 15 min as [#MedStudents](#) [#GME](#) PDs, APDs and faculty -- all gearing up for another vi...



Kelly Stazyk [@kellystazyk8 hours ago](#)

Hi all! Kelly from [@AAMCtoday](#) Careers in Medicine program. Glad to be able to join tonight's discussion! [#MedEdChat](#)



MedEdBot [@MedEdBot8 hours ago](#)

RT [@MedEdChat](#): We will assume that all of your tweets during [#MedEdChat](#) are your own during this hour unless otherwise stated [#meded](#)



MedEdBot [@MedEdBot8 hours ago](#)

RT [@MedEdChat](#): T1 about to come up in a few moments [#meded](#) [#MedEdChat](#)



MedEdBot [@MedEdBot8 hours ago](#)

RT [@MedEdChat](#): TOPIC 1: What's the best advice you give to [#medstudents](#) to prepare for their virtual interviews? [#meded](#) [#MedEdChat](#)



MedEdBot [@MedEdBot8 hours ago](#)

RT [@paladineh](#): Hi - It's Heather, [#FamilyMedicine](#) program director in NYC. Thanks for the great topic! [#MedEd](#) [#mededchat](#) <https://t.co/05grp...>



MedEdBot [@MedEdBot8 hours ago](#)

RT [@paladineh](#): T1: Read the program's website! Much of the advice is similar for virtual and in person. Prepare, be ready to talk about you...



Deb Simpson [@debsimpson38 hours ago](#)

Great list of interview Q's via [#tweetorial](#) - allowing applicants (and interviewers) to dig deeper and make meaningful connections!! [#MedEdChat](#)



Kathryn Andolsek [@GME_MD8 hours ago](#)

and see <https://t.co/oCR8pWPlih>



MedEd Chat (hosted by ACE) [@MedEdChat](#) 8 hours ago
[@kellystazyk](#) [@AAMCtoday](#) Welcome to the [#MedEdChat](#)!



Glenn D. Posner [@gdposner](#) 8 hours ago
[@MedEdChat](#) Test your internet connection, use an Ethernet connection wherever possible. [#MedEdChat](#)



Chavon Onumah, MD MPH [@ChavonOnumah](#) 8 hours ago
[@MedEdChat](#) A1: Mock interviews, get feedback. [#mededchat](#)



MedEd Chat (hosted by ACE) [@MedEdChat](#) 8 hours ago
TOPIC 2: What's are the most important things for residency programs to do in prep for virtual interview season? [#MedEdChat](#) [#meded](#)



Deb Simpson [@debsimpson](#) 38 hours ago
[@ArjaSateesh](#) [@MedEdChat](#) Can you be more specific about what "well prepared means" not just "physical space" but cognitively? Emotionally? [#MedEdChat](#)



Deb Simpson [@debsimpson](#) 38 hours ago
T2 Get info out about program! Make it accessible. Great resources and ideas available from authors [@HarvardMedSchool](#) <https://t.co/Va1nLFtgsQ> [#MedEdChat](#) <https://t.co/Z35mFlrj4E>



Kathryn Andolsek [@GME_MD](#) 8 hours ago
some great thoughts Sarac et al. Cureus. 2020 Oct 26;12(10): neutral backdrop (tan or lt gray) avoid backgrounds with doors/windows; high-definition camera, microphone ; avoid light sources behind the interviewee; 3 figures demonstrate background color, lighting positioning



Kathryn Andolsek [@GME_MD](#) 8 hours ago
RT [@GLBDallaghan](#): [@debsimpson3](#) [@sim_aware](#) [@MedEdChat](#) T1 What's the prevailing opinion about using the virtual backgrounds? I find them to...



Kathryn Andolsek [@GME_MD](#) 8 hours ago
some programs will give applicants their own so everyone has "the same" background..may mitigate bias



SimAware #SimTribe [@sim_aware](#) 8 hours ago
[@MedEdChat](#) T2: [#MedEdChat](#) [#meded](#) <https://t.co/4Tc8npbNbJ>



Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh](#) 8 hours ago
[@MedEdChat](#) [#mededchat](#) T1 this resource from AAMC might be

helpful <https://t.co/YYOAW4Y8GU> #meded



Kathryn Andolsek @GME MD8 hours ago

Applicants: consider using zoom and hit "record" "See" what your background looks like and how you answer a question or two...can give you great way to polish your performance



Deb Simpson @debsimpson38 hours ago

RT @GME MD: and see <https://t.co/oCR8pWPlih>



Rachel Gottlieb-Smith, MD, MHPE @RGottliebSmith8 hours ago

T2: Clearly I was late to the social media scene, but I see the importance now for residency programs/leadership to get involved! <https://t.co/IV6NIwkHP9> @MaryHaasMD #MedEdChat



Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh8 hours ago

@debsimpson3 @MedEdChat #mededchat T1 <https://t.co/YYOAW4Y8GU> this might be useful



Kathryn Andolsek @GME MD8 hours ago

RT @debsimpson3: T2 Get info out about program! Make it accessible. Great resources and ideas available from authors @HarvardMedSchool ht...



Gary Beck Dallaghan @GLBDallaghan8 hours ago

T2 I honestly think the programs need to ensure faculty are on time for the interviews, have their phones off, and invested fully in the candidate on screen. Too easy to be half hearted with virtual activities...yes, I'm guilty of what I'm admonishing! #MedEdChat



Kathryn Andolsek @GME MD8 hours ago

PDs should learn VIs aren't new; First study I could find 1999 applicant cycle in int med Liman JP, Miller M. Use of videoconferencing for residency interviews. Acad Med. 2000 Aug;75(8):777. learn from experience



Deb Simpson @debsimpson38 hours ago

@RGottliebSmith @maryhaasmd Any specific recs re: how to get PDs, APDs, Chief Residents Involved? Know some programs has hosted virtual #Jeopardy but answers have to be "tweeted"! #MedEdChat



SimAware #SimTribe @sim_aware8 hours ago

@MedEdChat T2: Additionally we need to review illegal questions and topics to make sure we don't do VERY bad things. The interview Reddit threads kill the #HR guy in me every year... #JustDontDolt #MedEdChat #meded #MIE330 <https://t.co/brBfuOhHTr>



SimAware #SimTribe [@sim_aware](#) 8 hours ago
[@debsimpson3](#) YES!! [#MedEdChat](#) [#meded](#)



Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh](#) 8 hours ago
[@MedEdChat](#) [#mededchat](#) T1 <https://t.co/8SCNBxDx5W> this resource from AAMC also could be useful [#meded](#)



Deb Simpson [@debsimpson3](#) 8 hours ago
[@GLBDallaghan](#) Surprised you say that - found < faculty were "late" on virtual. Rec having them in a pre-arranged physical space with backgrounds, quiet, and working cameras/speakers/mics. That allowed them to focus on the interview! Thank goodness for [#GME](#) coordinators! [#MedEdChat](#) [@AuroraGME](#)



Rachel Gottlieb-Smith, MD, MHPE [@RGottliebSmith](#) 8 hours ago
[@debsimpson3](#) [@maryhaasmd](#) What a great idea with virtual games! What I've seen: posting resident/faculty highlights, photos, resident "hangouts"/open houses on different social media platforms, and educational content. What other ideas does everyone have? [#MedEdChat](#)



Kathryn Andolsek [@GME_MD](#) 8 hours ago
[@MedEdChat](#) employ explicit strategy for diversity see Nwora C, et al.. Mitigating Bias in Virtual Interviews for Applicants Who are Underrepresented in Medicine. J Natl Med Assoc. 2021 Feb;113(1):74-76. doi: 10.1016/j.jnma.2020.07.011. Epub 2020 Aug 4.



Alex Ruffin [@AlexRuffin](#) 8 hours ago
RT [@GME_MD](#): PDs should learn VIs aren't new; First study I could find 1999 applicant cycle in int med Liman JP, Miller M. Use of videoconfe...



Kelly Stazyk [@kellystazyk](#) 8 hours ago
[@sim_aware](#) [@MedEdChat](#) Virtual or in person, interviewers ask illegal and inappropriate questions. Need better training of interviewers and anyone who interacts w/applicants, even informally. [#MedEdChat](#)



Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh](#) 8 hours ago
[@MedEdChat](#) [#mededchat](#) T2 for program directors this resource could be useful <https://t.co/txyEIYnheK> [#meded](#)



MedEd Chat (hosted by ACE) [@MedEdChat](#) 8 hours ago
Retweeting [#MedEdChat](#)



Kathryn Andolsek [@GME_MD](#) 8 hours ago
RT [@debsimpson3](#): Great list of interview Q's via [#tweetorial](#) - allowing applicants (and interviewers) to dig deeper and make meaningful con...



Rachel Gottlieb-Smith, MD, MHPE [@RGottliebSmith](#) 8 hours ago
[@debsimpson3](#) [@TChanMD](#) [@AvrahamCooperMD](#) [@pewresearch](#) [@MotherinMed](#) What's the thought on Instagram v. Twitter for programs? [#MedEdChat](#)



MedEd Chat (hosted by ACE) [@MedEdChat](#) 8 hours ago
 Retweeting [#MedEdChat](#)



MedEd Chat (hosted by ACE) [@MedEdChat](#) 8 hours ago
 TOPIC 3: Best approaches for students/programs to raise and respond to justice, equity, inclusion, diversity? [#MedEdChat](#) [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan](#) 8 hours ago
[@RGottliebSmith](#) [@debsimpson3](#) [@TChanMD](#) [@AvrahamCooperMD](#) [@pewresearch](#) [@MotherinMed](#) I personally would use Twitter. Instagram for me is a personal [#SoMe](#) site and not what I use for professional interactions. [#MedEdChat](#)



Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh](#) 8 hours ago
[@MedEdChat](#) [#mededchat](#) T2 for program directors tips for virtual interviews <https://t.co/nY1gbekBuM> [#meded](#)



Deb Simpson [@debsimpson3](#) 8 hours ago
[@RGottliebSmith](#) [@TChanMD](#) [@AvrahamCooperMD](#) [@pewresearch](#) [@MotherinMed](#) Most say its an "and" not or. And include other platforms as well! Designate a chief or other senior resident to monitor each platform - normally someone in program is on it anyway!! [#MedEdChat](#) <https://t.co/3Zw0MSNxia>



Kelly Stazyk [@kellystazyk](#) 8 hours ago
[@RGottliebSmith](#) [@debsimpson3](#) [@maryhaasmd](#) In a meeting with a new group today, we shared a photo with the group. Then when called upon, spoke about shared the pic and what it means to us. Was a great way to get to know others! [#MedEdChat](#)



Deb Simpson [@debsimpson3](#) 8 hours ago
[@GLBDallaghan](#) [@RGottliebSmith](#) [@TChanMD](#) [@AvrahamCooperMD](#) [@pewresearch](#) [@MotherinMed](#) Again - it's AND... as applicants use varies per multiple surveys!! Indeed [#Clubhouse](#) is gaining popularity - as it's the only [#SoMe](#) platform that offers audio only. [#MedEdChat](#)



SimAware #SimTribe [@sim_aware](#) 8 hours ago
[@MedEdChat](#) T3 Head on. Don't shy away from the questions. Both should recognize the diversity in a program is not just skin deep so you might have to ask to find out about the incredible team that surrounds each program. [#MedEdChat](#) [#meded](#)



Rachel Gottlieb-Smith, MD, MHPE [@RGottliebSmith](#) 8 hours ago
 T3: I agree with [@GME_MD](#): One crucial task for programs: mitigating bias-- and this article has excellent tips: <https://t.co/3yAy3QhkDS> [#MedEdChat](#)



Paneez Khoury, MD @KhouryMD8 hours ago
[@debsimpson3](#) This is great [#MedEdChat](#) Bookmarked to make sure we do all this!



Deb Simpson @debsimpson38 hours ago
T3 Get serious re [#implicitbias](#). Taking test is a step. Many others per [@DoDogunye](#) <https://t.co/SzPXUWnP7a> 90 min workshop? <https://t.co/7q0BztjUUC>; faculty OSTEs? <https://t.co/arC90Rv0rz>; set sail metaphor to train your crew by [@KamnaBalharaMD](#) <https://t.co/ADISXT91Vu> [#MedEdChat](#) <https://t.co/Jelsyxf6Ou>



Deb Simpson @debsimpson38 hours ago
RT [@RGottliebSmith](#): T3: I agree with [@GME_MD](#): One crucial task for programs: mitigating bias-- and this article has excellent tips: <https://t.co/ADISXT91Vu>



Med Student Bot @MedStudent_Bot8 hours ago
RT [@MedEdChat](#): TOPIC 3: Best approaches for students/programs to raise and respond to justice, equity, inclusion, diversity? [#MedEdChat](#) [#me...](#)



Deb Simpson @debsimpson38 hours ago
T3 Agree excellent work by [@JeffreyWFuchs](#) [@QuentinYoumans](#) strategies to mitigate bias during virtual interviews also promote ways to connect via virtual meetups of URiM faculty, staff, candidates. Great Podcast at <https://t.co/1qrKW57m3K> [#MedEdChat](#)



Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh8 hours ago
[@MedEdChat](#) [#mededchat](#) T3 it is difficult to answer and the most important task to be done by the program directors. [#meded](#)



Kathryn Andolsek @GME_MD8 hours ago
[@GLBDallaghan](#) the question is what are "they" using; and agree w/ [@rgottlieb1](#) [@debsimpson3](#) 71% applicants used program's SOME [Facebook, Instagram, Twitter] 42% reported SOME had critical role in their decision Czawlytko et al Acad Radiol. 2021 Jul 6:S1076-6332(21)00268-3.



MedEd Chat (hosted by ACE) @MedEdChat8 hours ago
TOPIC 4: What questions do you think [#MedEducators](#) should study about the virtual interview season? [#MedEdChat](#) [#meded](#)



Avraham Z. Cooper, MD @AvrahamCooperMD7 hours ago
RT [@debsimpson3](#): T2 Get info out about program! Make it accessible. Great resources and ideas available from authors [@HarvardMedSchool](#) ht...



SimAware #SimTribe @sim_aware7 hours ago
[@MedEdChat](#) T3 Be proactive. Does anyone need an accommodation? More time to answer, more frequent breaks, etc... Might be hard for an applicant to ask. Don't hold their needs against them [#MedEdChat](#) [#meded](#) [#HR](#)



Kathryn Andolsek @GME_MD7 hours ago
[@debsimpson3](#) [@MedEdChat](#) have diverse interviewers blinded to factors like USMLE



Deb Simpson @debsimpson37 hours ago
T3: Internal Medicine, Derm and General Surgery are using supplemental [@ERASinfo](#) application to help students share more re themselves and help PDs go beyond "scores" to increase [#diversity](#) of physicians. Is it going to work? [#MedEdChat](#) [@ACPinternists](#) [@ALiEMteam](#) [@AcademicPeds](#)



Gary Beck Dallaghan @GLBDallaghan7 hours ago
T4 I'm curious to explore how satisfied both resident and faculty are with virtual Match results. [#MedEdChat](#)



Deb Simpson @debsimpson37 hours ago
[@MedEdChat](#) T4 What approaches/strategies to faculty/interviewer development works - as they need to role model [#equity](#) and [#inclusion!](#) [#MedEdChat](#)



Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh7 hours ago
[@MedEdChat](#) [#mededchat](#) T4 To explore if the outcomes of virtual interviews how comparable with in-person interviews especially as virtual interviews save lot of money for applicants. Or what factors promote the effectiveness of virtual interviews [#meded](#)



Rachel Gottlieb-Smith, MD, MHPE @RGottliebSmith7 hours ago
T4: Everything! Satisfaction, cost, equity, match success rate. We need ways to figure out if we should keep doing virtual interviews after the pandemic. What other questions can everyone think of? [#mededchat](#)



Deb Simpson @debsimpson37 hours ago
T4: Explore the issues raised by [@bantono](#) & [@LondonDA](#) in their articles - expanded on it a great [#podcast](#) re: residency application inflation, role of [@AAMC](#) (and \$\$ they make) and [@ERAS](#), and barriers to change! [#MEEdChat](#) <https://t.co/i30hVxbO44>



Deb Simpson @debsimpson37 hours ago
[@GLBDallaghan](#) What specific dimensions are you interested in - we know they like decreased cost/time - miss the lack of "connection".. that's already know.. What else? [#MedEdChat](#)



SimAware #SimTribe @sim_aware7 hours ago
[@GLBDallaghan](#) Last year we matched two incredible surgeons. Could not have been happier. Still, would have been nice to meet everyone. [#MedEdChat](#) [#meded](#)



Kathryn Andolsek @GME_MD7 hours ago
[@GLBDallaghan](#) [@MedEdChat](#) one pretty representative study; High satisfaction of VIs; 55% wanted to continue VIs even in a future covid-free environment D'Angelo JD, et al, PD Opinions of VIs: Whatever Makes my Partners Happy. J Surg Educ. 2021 May 9;S1931-7204(21)00104-5



Kelly Stazyk [@kellystazyk7](#) hours ago

T3 At this point in the history of residency interviews, if we haven't managed to teach all interviewers to not ask illegal & inappropriate questions, how are we going to tackle the more difficult challenge of getting them to acknowledge & mitigate their own bias? [#MedEdChat](#)



Gary Beck Dallaghan [@GLBDallaghan7](#) hours ago

[@debsimpson3](#) T4 Those are some primary ones that I'm glad to hear have been studied. Virtual platforms don't allow those off-the-cuff conversations and I've always wondered how much that might or might not impact student's final decisions. Certainly can't have them on Zoom. [#MedEdChat](#)



MedEd Chat (hosted by ACE) [@MedEdChat7](#) hours ago

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts [#meded](#) [#MedEdChat](#)



SimAware #SimTribe [@sim_aware7](#) hours ago

[@kellystazyk](#) Standardizing questions would be a huge step in reducing bias. The faculty are clinicians, not [#HR](#) pros. There is a whole field of experience recruiting and selecting candidates that in untapped in medicine. Where is evidence based [#HR](#) in process? [#MedEdChat](#) [#meded](#)



Kathryn Andolsek [@GME_MD7](#) hours ago

[@MedEdChat](#) T4 Great research question [@debsimpson3](#) will [@ERASinfo](#) Supplemental questions work..what role do they play? applicant and PD perception as strategy for holistic review



Dr. Binay Eapen FACP [@MedEdFanatic7](#) hours ago

RT [@MedEdChat](#): We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts [#meded](#) [#MedEdChat](#)



Kelly Stazyk [@kellystazyk7](#) hours ago

I'm hoping that the conversation around bias has been acknowledged & accepted widely enough that it has highlighted the need for interviewers to be formally trained, which has created the opportunity to bundle these issues that interviewers should be trained on. [#MedEdChat](#)



Deb Simpson [@debsimpson37](#) hours ago

T4 Check out standardized letters too - Emergency Medicine has studied this in depth!! And have it down... [#MedEdChat](#)



Rachel Gottlieb-Smith, MD, MHPE [@RGottliebSmith7](#) hours ago

[@MedEdChat](#) Thanks so much. It was nice to interact with everyone! [#MedEdChat](#)



Kathryn Andolsek [@GME_MD7](#) hours ago

RT [@debsimpson3](#): T4 Check out standardized letters too - Emergency Medicine has studied this in depth!! And have it down... [#MedEdChat](#)

Deb Simpson [@debsimpson37](#) 37 hours ago



On behalf of [@JournalofGME](#) to [#MedEdChat](#) for allowing us to guest host! [#WOWOW](#) to all the editors here tonight! Don't forget if you [#innovate](#) around virtual interviews or other [#NewIdeasGME](#) topics, Submit 600 words by 8AM Central 10.18.2021 <https://t.co/df5CNhnUCQ> <https://t.co/r11VVkXylo>



Kelly Stazyk [@kellystazyk7](#) 7 hours ago
[@sim_aware](#) Yes! Why haven't we tapped SMEs in this space (i.e., HR professionals)?!? [#MedEdChat](#)



Rachel Gottlieb-Smith, MD, MHPE [@RGottliebSmith7](#) 7 hours ago

RT [@debsimpson3](#): On behalf of [@JournalofGME](#) to [#MedEdChat](#) for allowing us to guest host! [#WOWOW](#) to all the editors here tonight! Don...



SimAware #SimTribe [@sim_aware7](#) 7 hours ago
[@MedEdChat](#) GREAT topic this week [#MedEdChat](#)! My undergrad [#HR](#) class will get a lot from this discussion as well since we are covering recruitment this week. [#MIE330](#)



Abhay Dandekar [@abhaydandekar7](#) 7 hours ago
Whether virtual or in person, a program's educational entrustability and culture should shine through for learners to evaluate [#MedEdChat](#) [#MedEd](#) [@MedEdChat](#)



Kathryn Andolsek [@GME_MD7](#) 7 hours ago
[@MedEdChat](#) we need to learn to better proactively recruit through affinity groups [@SNMA](#) [#LMSA](#), accept the virtual world & develop high quality visiting rotations, virtual mentoring, virtual didactics "partner" relationships for med school w/o affiliation with certain specialties



MedEd Chat (hosted by ACE) [@MedEdChat7](#) 7 hours ago
Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email [#meded](#) [#MedEdChat](#)



MedEd Chat (hosted by ACE) [@MedEdChat7](#) 7 hours ago
That's a wrap...I will post the [#MedEdChat](#) transcript tomorrow morning on <https://t.co/mJivoK9NyX>. Thanks everyone for participating! [#meded](#)



Kathryn Andolsek [@GME_MD7](#) 7 hours ago
[@GLBDallaghan](#) [@MedEdChat](#) Programs should extend only as many invites as interview slots and give candidates 24-48 hours to respond"



Paneez Khoury, MD @KhouryMD7 hours ago

@GLBDallaghan T4: well, its the second year of this for us, and I can say I was extremely satisfied with our matched applicants this past year! They're awesome! #MedEdChat



SimAware #SimTribe @sim_aware7 hours ago

@kellystazyk I brought up the idea of a study to our CEO. Imagine how much \$\$ would be saved and how many patients would be seen (care access) if we treated residents like actual employees with a real process. The grey area of student/ employee is hard on everyone. #MedEdChat #HR #MIE330



Teresa Chan | 陳敏怡 @TChanMD7 hours ago

RT @debsimpson3: @RGottliebSmith @TChanMD @AvrahamCooperMD @pewresearch @Motheri nMed Most say its an "and" not or. And include other platf...



Teresa Chan | 陳敏怡 @TChanMD7 hours ago

RT @MedEdChat: Join #MedEdChat tonight at 9PM EDT/NYC! Our colleagues from @JournalofGME will be guest hosting tonight's chat! #meded http...



Diversity Tweets @diversityup7 hours ago

RT @debsimpson3: T3: Internal Medicine, Derm and General Surgery are using supplemental @ERASinfo application to help students share more r...



MedEdBot @MedEdBot7 hours ago

RT @MedEdChat: That's a wrap...I will post the #MedEdChat transcript tomorrow morning on <https://t.co/mJivoK9NyX>. Thanks everyone for parti...



Med Student Bot @MedStudent_Bot7 hours ago

RT @MedEdChat: That's a wrap...I will post the #MedEdChat transcript tomorrow morning on <https://t.co/mJivoK9NyX>. Thanks everyone for parti...



Panagiotis Christoforou @Panagio683717706 hours ago

RT @debsimpson3: T2 Get info out about program! Make it accessible. Great resources and ideas available from authors @HarvardMedSchool ht...



Best USMLE Tutor @BESTUSMLETUTOR2 hours ago

USMLE: Tip of the

Day! <https://t.co/R73HPYSV8R> #MedEd #mededchat #MedicalStudents #medschool #MedicalStudents #medstudents #MedStudentTwitter #usmle #nbme #usmd #usdo #eras #ecfmg #img #bestusmletutor #1on1usmletutoring #onlinelearning #ViralVideo #usmlevideo #usmletutor #tip <https://t.co/7W4Jrb oVeF>



Med Student Bot @MedStudent_Bot2 hours ago

RT @BESTUSMLETUTOR: USMLE: Tip of the

Day! <https://t.co/R73HPYSV8R> #MedEd #mededchat #MedicalStudents #medschool #MedicalStudents #medstud...

The #MedEdChat Influencers

Top 10 Influential



[@MedEdChat](#) 100



[@debsimpson3](#) 95



[@RGottliebSmith](#) 64



[@sim_aware](#) 64



[@GLBDallaghan](#) 60



[@GME_MD](#) 50



[@TChanMD](#) 45



[@AvrahamCooperMD](#) 44



[@MotherinMed](#) 37



[@JournalofGME](#) 30

Prolific Tweeters



[@debsimpson3](#) 21



[@GME_MD](#) 16



[@sim_aware](#) 12



[@MedEdChat](#) 10



[@RGottliebSmith](#) 9



[@AriaSateesh](#) 8



[@GLBDallaghan](#) 6



[@MedEdBot](#) 6



[@kellystazyk](#) 6



[@paladineh](#) 3

Highest Impressions



[@MedEdChat](#) 92.0K



[@AvrahamCooperMD](#) 63.0K



[@TChanMD](#) 29.1K



[@sim_aware](#) 24.7K



[@debsimpson3](#) 20.3K



[@MedEdBot](#) 18.8K



[@GLBDallaghan](#) 10.7K



[@JournalofGME](#) 8.9K



[@GME_MD](#) 7.4K



[@paladineh](#) 5.3K

The Numbers

296.090K Impressions

115 Tweets

23 Participants

14 Avg Tweets/Hour

5 Avg Tweets/Participant

Twitter data from the [#MedEdChat](#) hashtag from Thu, September 23rd 2021, 9:05PM to Fri, September 24th 2021, 5:10AM (America/New_York) – Symplur.