

Supplementary Data

General Program Information

1. ACGME Program Number:
2. Program Name:
3. Program Director Name:
4. Program Coordinator:
5. Primary Teaching Site:

Match and Recruitment Data

1. What specific match does your program participate in?
 - a. No match
 - b. NRMP Main Match
 - c. NRMP Specialty Match
 - d. San Francisco Match
 - e. Specialty Society or Association Match
2. Total # of positions offered for the program.
3. Total # of positions offered through a match.
4. Total # of positions filled by program.
5. Number of Matched applicants who are underrepresented minorities (self-identified as African Americans, Hispanics, Native Americans, Native Hawaiians/Pacific Islanders, and Native Alaskans).
6. If you do not participate in a match, please provide information and how and when you recruit and fill positions.
7. What electronic tool did your program use to interview candidates in the last recruiting season?
 - a. Zoom
 - b. Microsoft Teams
 - c. Cisco Webex
 - d. Skype
 - e. Adobe Connect
 - f. Other
- 7a. If other, please explain
8. What percentage of your recruitment and interviewing in your most recent recruitment season was done virtually?
 - a. 0-20%
 - b. 21-40%
 - c. 41-60%
 - d. 61-80%
 - e. 81-100%
9. How did the number of applicants compare to the prior year?
 - a. Higher this year
 - b. About the same
 - c. Less this year

10. How many applicants did you interview this year?
11. How did the number of applicants compare to the prior year?
 - a. Higher this year
 - b. About the same
 - c. Less this year
12. How many candidates did you rank if your program uses NRMP, San Francisco, or similar match? (If your program mainly uses out of match offers, please enter n/a)
13. Compared to the prior recruiting year, did you modify the number of applicants you ranked?
 - a. Higher this year
 - b. About the same
 - c. Less this year
14. During the recruitment process did your program use any pre-recorded material specific to your program that described aspects of the program (message from a department chair, program director, recordings from current trainees, etc.)? (yes/no)
15. During the recruitment process and/or interview day did the program director (or associate program directors) meet with candidates virtually or in a group setting to provide an overview of the program? (yes/no)
16. During the interview day did the program director (or associate program directors) met with every applicant individually? (yes/no)
17. During the interview day how were applicants interviewed?
 - a. Individually
 - b. Group (multiple faculty interviewed one applicant simultaneously)
 - c. Both individually and group
18. During the recruitment process and/or interview day did your program provide a virtual platform (google hand-out, chat room, break-out sessions, virtual happy hour, etc.) for candidates to meet with current trainees to discuss the program the program without program leadership presence? (yes/no)
19. Did your program vary the timing of the interviews to accommodate applicants from different time zones? (yes/no)
20. Did your program offer interviews after 5 PM EST? (yes/no)
21. From your perspective, how difficult was virtual recruitment/interviewing compared to traditional in-person recruitment and interviewing.
 - a. Very difficult
 - b. A little difficult
 - c. No difference

Das AJ, Augustin RC, Corbelli JA, Bump GM. Residency and fellowship program leaders' perceptions of virtual recruitment and interviewing. *J Grad Med Educ.* 2022;14(6):710-713. DOI: <http://dx.doi.org/10.4300/JGME-D-22-00093.1>

- d. A little easier
- e. Much easier

22. How did virtual recruitment and interviewing impact faculty time investment compared to traditional in-person recruitment and interviewing?

- a. Much less faculty time
- b. Slightly less faculty time
- c. About the same faculty time
- d. Slightly more faculty time
- e. Much more faculty time

23. How did virtual recruitment and interviewing impact current trainee time investments compared to traditional in-person recruitment and interviewing? (Note: if current trainees do not participate in recruitment and interviewing activities, please select N/A)

- a. Much less trainee time
- b. Slightly less trainee time
- c. About the same trainee time
- d. Slightly more trainee time
- e. Much more trainee time
- f. N/A

24. How did virtual recruitment impact your program's expenditures on recruitment vs. prior years?

- a. Much less money spent
- b. Slightly less money spent
- c. About the same money spent
- d. Slightly more money spent
- e. Much more money spent

25. During the recruitment and interviewing process, did the applicants virtually attend any of your regularly scheduled educational conferences? Select all that apply.

- a. Grand rounds
- b. Morning report or similar case-based conference
- c. Didactic conference
- d. Research meetings
- e. Interprofessional conference such as Tumor Board, Morbid and Mortality Conference
- f. Applicants were invited but did not attend conferences
- g. Applicants were not invited to conferences

26. Compared to the prior recruiting season, how well did the virtual format allow you to describe the strength of your program?

- a. Much worse
- b. Slightly worse
- c. About the same
- d. Slightly better
- e. Much better

27. Did your program participate in SOAP (supplemental offer and acceptance program) through NRMP this year to fill unmatched positions? Yes/No/NA

Das AJ, Augustin RC, Corbelli JA, Bump GM. Residency and fellowship program leaders' perceptions of virtual recruitment and interviewing. *J Grad Med Educ.* 2022;14(6):710-713. DOI: <http://dx.doi.org/10.4300/JGME-D-22-00093.1>

28. We are interested in how virtual recruiting and interviewing affected the make-up of your newest class. Did virtual interviewing and recruiting affect the strength of your recruited class?

- a. Much weaker candidates were matched
- b. Slightly weaker candidates were matched
- c. No significant differences between current class and prior years
- d. Slightly better candidates were matched
- e. Much better candidates were matched

29. In what parameters were the matched candidates different? Select all that apply.

- a. Standardized tests
- b. Prior training institution
- c. Research activities
- d. Measures of altruism and community engagement
- e. Class rank
- f. Acceptance into honor societies such as Alpha Omega Alpha, Golden Humanism Honor Society, Sigma Sigma Phi
- g. Other

29a. If other, please describe.

30. Did virtual recruitment and interviewing affect diversity in your recruited class?

- a. Much less diversity
- b. A little less diversity
- c. About the same degree of diversity
- d. A little more diversity
- e. Much more diversity

31. Based on your experience, how interested are you in continuing virtual recruitment and interviewing in comparison to returning to in-person recruitment and interviewing?

- a. I greatly prefer virtual recruitment and interviewing
- b. I slightly prefer virtual recruitment and interviewing
- c. I do not prefer one to the other
- d. I slightly prefer in person recruitment and interviewing
- e. I greatly prefer in person recruitment and interviewing

32. Please provide a brief rationale explaining your preference for continuing virtual recruitment and interviewing?

33. Do you feel virtual recruitment influenced your success in recruiting a class that meets your goals compared to the last year?

- a. Recruiting success was much worse
- b. Recruiting success was a little worse
- c. Recruiting success was about the same
- d. Recruiting success was a little better
- e. Recruiting success was much better

Das AJ, Augustin RC, Corbelli JA, Bump GM. Residency and fellowship program leaders' perceptions of virtual recruitment and interviewing. *J Grad Med Educ.* 2022;14(6):710-713. DOI: <http://dx.doi.org/10.4300/JGME-D-22-00093.1>

34. Please indicate your preference for the upcoming recruitment season.

- a. Continue virtual interviews exclusively
- b. Use mostly virtual interviewing and offer in person interviews to a limited number of applicants
- c. Offer virtual and in person interviews and allow applicants to choose their preference
- d. Offer mostly in person interviews and allow for a limited number of virtual interviews for unique circumstances
- e. Resume in person interviews exclusively
- f. Offer virtual interviews with an optional visit to hospital and primary training city

35. If you choose an optional visit, would you use attendance at optional visits to affect decisions about ranking? (yes/no)