

O'Connor AB, Blatt AE, Fletcher KE, et al. Multicenter study of optional in-person visits to residency programs after virtual interviews. *J Grad Med Educ.* 2023;15(6):692-701.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00370.1>

Supplementary Data

Survey Instruments:

A. Applicants:

1. ALL APPLICANTS

- Did you think the interview process that included an option for in-person visit was equitable?
 - No [If no, why not? ____]
 - Yes
 - Unsure
- Did having the option for an in-person visit reflect favorably on the program?
 - No [If no, why not? ____]
 - Yes
 - Unsure
- Did the opportunity for in-person visit affect where a program ended up on your rank list?
 - No
 - Yes, moved program down the list
 - Yes, moved program up the list
 - Unsure
- Did the opportunity for in-person visit affect the stressfulness of the recruitment process?
 - No
 - Yes, the optional in-person visit increased my stress level
 - Yes, the optional in-person visit reduced my stress level
 - Unsure
- Did you trust that your decision about whether to visit the program would NOT affect where the program ranked you?
 - No
 - Yes
 - Unsure
- Assuming that all interviews will be virtual again next year, do you think there should be an optional in-person visit for applicants next year after the program's rank list is finalized?
 - No [If no, why not? ____]
 - Yes
 - Unsure
- Do you have suggestions for how to improve the interview process at this program (virtual interviews, followed by optional in-person visit after rank list finalized)? _____
- Did you attend the in-person visit at the [University of Rochester]?
 - No
 - Yes

2. NO didn't visit branch:

- Why didn't you attend the in-person visit? (check all that apply)
 - I felt like I got the information I needed from the virtual process

O'Connor AB, Blatt AE, Fletcher KE, et al. Multicenter study of optional in-person visits to residency programs after virtual interviews. *J Grad Med Educ.* 2023;15(6):692-701.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00370.1>

- I was unable to fit a visit into my schedule
 - I wanted to but there weren't enough spots to accommodate my visit
 - I was unable to afford the travel costs
 - I was not very interested in program/it was a lower priority for my time
 - I was not eligible to visit (student at U of R or did an elective at U of R)
 - Other [Please specify_____]
- Do you have any additional thoughts you'd like to share about the recruitment process used at the [University of Rochester]? _____

3. YES visited branch:

- What were the reasons you chose to attend the in-person visit? (choose all that apply)
- See the hospital/clinic facilities
 - Meet the residents in person
 - Meet the faculty in person
 - Learn more about living in the city of [Rochester]
 - Other (please specify) _____
- I learned more about the residency program through in-person discussions with residents and faculty than I was able to remotely.
- Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly agree
- The in-person visit helped me get a better feel for the [city of Rochester].
- Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly agree
- The in-person visit opportunity was a valuable tool to help me make a more informed rank decision after the virtual interview.
- Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly agree
- The in-person visit influenced my rank list.
- Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly agree
- At your in-person visit, did you meet individually with faculty or the PD (outside of group settings)?
- No
 - Yes

O'Connor AB, Blatt AE, Fletcher KE, et al. Multicenter study of optional in-person visits to residency programs after virtual interviews. *J Grad Med Educ.* 2023;15(6):692-701.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00370.1>

- If you had to travel to [Rochester], how did you get there?
 - Drove
 - Flight
 - Train
 - Bus
 - Was already in [Rochester]
 - Other _____
 - How far did you travel to attend the in-person visit?
 - 0-50 miles
 - 50-100 miles
 - 100-200 miles
 - >200 miles
 - Which of the following were the hardest for you overcome to attend the in-person visit? (choose up to 2)
 - Cost of traveling to [Rochester]
 - Cost of hotel/lodging
 - Cost of food
 - Sparring the time from medical school activities
 - Other _____
 - If you're comfortable sharing, how much would you estimate you spent on the in-person visit (including travel costs) total \$ _____
- B. Program Directors:
1. Do you think the recruitment process this year (allowing applicants to visit after program rank lists completed) was equitable for applicants?
 - No [If No, why not?]
 - Yes
 - Unsure
 2. Did you like having the optional in-person visit for applicants?
 - No [If No, why not?]
 - Yes
 - Unsure
 3. How much time did the addition of an optional in-person visit add to your personal efforts related to resident recruitment?
 - A lot
 - A moderate amount
 - A small amount
 - None
 4. How much did having the optional in-person visit add to the stressfulness of the recruitment process for you?
 - A lot
 - A moderate amount
 - A small amount
 - Not at all
 5. How much strain did the in-person visits place on your residents?
 - A lot
 - A moderate amount

O'Connor AB, Blatt AE, Fletcher KE, et al. Multicenter study of optional in-person visits to residency programs after virtual interviews. *J Grad Med Educ.* 2023;15(6):692-701.
DOI:<http://dx.doi.org/10.4300/JGME-D-23-00370.1>

- A small amount
 - Not at all
6. How difficult was it for you to complete your rank list by the beginning of February, 2023?
 - Very difficult
 - Somewhat difficult
 - Slightly difficult
 - Not at all difficult
 7. How do you think the optional in-person visit affected the success of your recruitment efforts overall?
 - Substantially reduced success
 - Somewhat reduced success
 - Slightly reduced success
 - No effect on success
 - Slightly increased success
 - Somewhat increased success
 - Substantially increased success
 8. Did you incorporate any information about whether an applicant signed up for an in-person visit in their rank list placement?
 - No
 - Yes [f yes, why?]
 9. Did you change your rank list any time after your first in-person visit?
 - No
 - Yes [If yes, why?]
 10. Do you think applicants should have an opportunity to visit programs in-person next year even if all interviewing remains virtual?
 - No [If No, why not?]
 - Yes
 - Unsure
 11. If you could conduct your recruitment however you wanted next year, what would you do differently? [free text response]
- C. Program Administrators:
1. Do you think this year's recruitment process (allowing optional in-person visit if applicants wanted to, after program list was complete) was equitable for applicants?
 - No [If No, why not?]
 - Yes
 - Unsure
 2. Did you like having the optional in-person visit for applicants?
 - No [If No, why not?]
 - Yes
 - Unsure
 3. How many hours would you estimate that the in-person visits cost you personally? _____
 4. How many hours would you estimate that the in-person visits cost your program staff in total? _____
 5. How much did having the optional in-person visit add to the stressfulness of the recruitment process for you?

O'Connor AB, Blatt AE, Fletcher KE, et al. Multicenter study of optional in-person visits to residency programs after virtual interviews. *J Grad Med Educ.* 2023;15(6):692-701.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00370.1>

- A lot
 - A moderate amount
 - A small amount
 - Not at all
6. Do you think applicants should be allowed an option for an in-person visit next year?
- No [If No, why not?]
 - Yes
 - Unsure
7. Do you have any other suggestions, observations, comments, or suggestions for improvement to the recruitment process used this year? _____

Representative Narrative Responses of Applicants

A small number of representative comments for the survey prompts below are presented. Note that the “Why not?” comments following “No” answers were intended to help explain the thoughts of applicants who did not find this process equitable or think that this process should be used next year (“Yes” answers for these questions, which were much more common than “No” answers, were not given a narrative prompt option).

Do you have any additional thoughts you'd like to share about the recruitment process used at the pilot programs with an optional in-person visit after virtual interview?

- I think second-looks can be extremely helpful in figuring out where to rank a particular program. I like how it was optional and did not impact the program's rank list.
- Evidence of a finalized rank list (ex. a confirmation screenshot) would reassure applicants they truly will not be judged on their visit/non-visit
- Sign-ups for second look day shouldn't even go out until rank list are finalized.
- I wish more programs provided this opportunity
- Love the idea of having optional in-person visits. Especially appreciate that the program I visited submitted their rank lists before the visit. Not every program that offers in-person visits does this. I am 100% in favor of having in-person visits, but I think it is very important that they take place after a program submits their rank list so applicants who cannot afford such visits are not discriminated against. Frankly, I think it's kind of silly that applicants in today's virtual world are expected to commit 3+ years of their lives to a program without so much as setting foot in the city or hospital. I don't know if I would fully support a complete return to how interviews were conducted pre-covid (the money saved is immense), but applicants having a chance to see for themselves what a program is like is a step in the right direction. It's also a lot easier to get honest answers from residents and faculty when you're speaking to them in person versus speaking to them on a computer screen.

Assuming that all interviews will be virtual again next year, do you think there should be optional in-person visits for applicants next year (after the programs' rank lists are finalized)? “No” respondents were offered a “Why not?” free text prompt:

- Optional in-person visits were scheduled before rank lists were due. Scheduling them after rank lists have been submitted would be more trustworthy than how it occurred this cycle.
- Creates doubt and uncertainty about how interest in a visit will affect rank placement despite assurances otherwise. Not all programs are doing it so it creates an uneven playing field.
- The in-person visit should be performed earlier on to give applicants sufficient time to plan and book in person activities especially for students who don't have the financial means to quickly come up with money. However, I understand this would be challenging since programs would also need submit their rank lists earlier on.

Did you think the interview process that included an option for in-person visit was equitable? “No” respondents were offered a “Why not?” free text prompt:

- Not able to remove all doubt that applicants who attended in-person visit would have a more favorable rank from the program

O'Connor AB, Blatt AE, Fletcher KE, et al. Multicenter study of optional in-person visits to residency programs after virtual interviews. *J Grad Med Educ.* 2023;15(6):692-701.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00370.1>

- Equity would mandate that each student's access to the in-person activities be the same. Furthermore, equity would mandate that students be screened for financial need, and that those students with financial need be given financial resources to be able to equitably access this opportunity.
- It is still costly to travel for even a single visit. This is still a much better option than having required in person interviews but covering the cost of travel is in my view the only way to make it as equitable as possible