The Virtual Interview:
Saving Time, Money and Travel for the Fellowship Interview Process in the Digital Age

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Background

- **The interview process for applicants for Fellowship in Pediatric Anesthesia involves time and expense for the applicants, fellowship programs and residency programs.**

- Each year, there is an increase in the number of fellowship applicants, positions, and programs.

- In response to the 400% increase in the number of applicants since the institution of the match, the University of New Mexico started offering video interviews (VI) in addition to traditional in-person interviews (IPI) in response.

- **Hypothesis: Video interviews may be an equivalent, less costly alternative to in-person interviews**

- The **VI** process was initiated in 2014 and was standardized and refined over time.

- Participation in **VI** has increased steadily; 10% in 2014 to 40% in 2017.

Method

- An anonymous online survey was sent to all interviewees from 2016 and 2017.

- An anonymous survey was sent to all participating faculty since **VI** initiation

- Responses were reviewed and analyzed for trends

Was your VI sufficient to make a decision in the match?

- Strongly Agree — 20%
- Agree — 40%
- Neutral — 20%
- Disagree — 20%
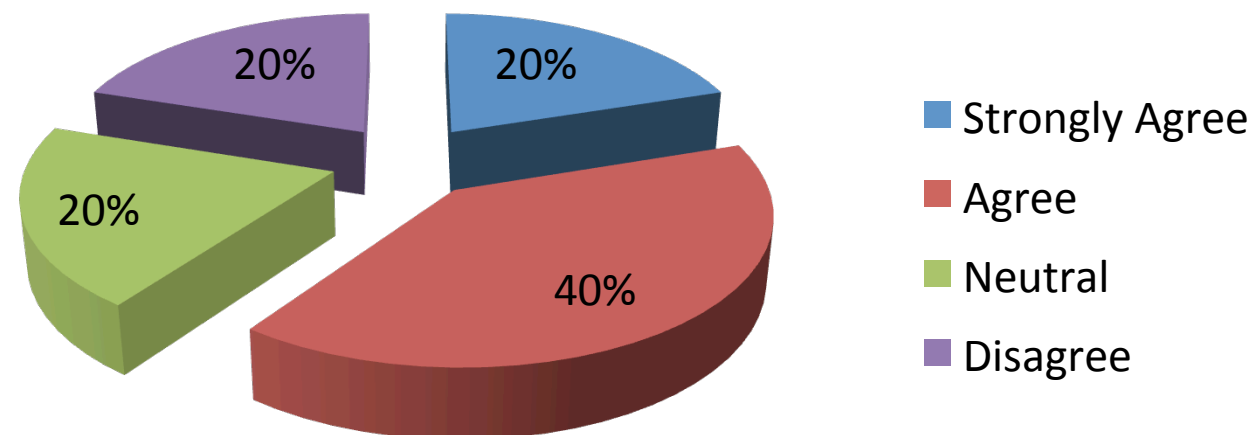
Faculty: Can you adequately evaluate and recommend candidates using VI?

- Yes — 70%
- No — 30%
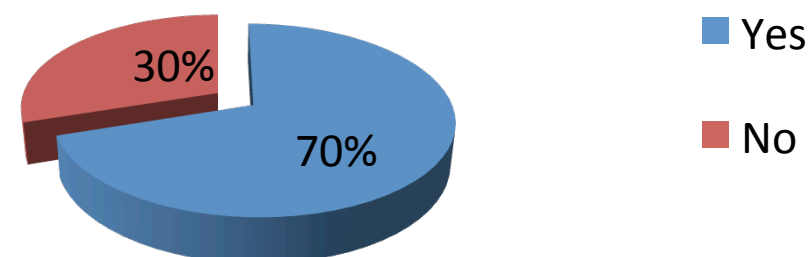
Results and Discussion

- The average number of fellowship interviews attended per applicant was 7, with one outlier having over 15 interviews

- Each interviewee **spent an average of $4,000** to interview and avg **time-cost away** from clinical duties was **2 weeks**

- Over half of respondents that participated in **VI** believed it was sufficient to make an informed decision regarding our program

- When asked if **IPI** could have been replaced by **VI** at other interview sites, half agreed and half disagreed

- 60% of respondents felt **VI** should be used more widely

- 100% of Faculty felt comfortable with VI

Conclusion

VIs are a cost-effective tool, and are increasing in popularity and acceptance.

Although not universally accepted, VI technology should be offered as an option to offset the monetary and time cost for both the program and the candidate.