Residency recruitment project: enhancing interview experience to improve candidate satisfaction and match results.

Leja, Jacqueline MD; Benza, Natalia MD; Ehlayel, Abdulla MD; Smitherman, Lynn MD (PD); Kothari, Lara MD (APD)

During the 2015-2016 academic year, several changes were implemented to improve residency recruitment. The purpose of the project was to improve candidate satisfaction and match results by enhancing the experience of each candidate during the interview day. In order to accomplish this, several changes were made. First, the interview day was restructured to include more faculty interviews and minimize gaps in time. The faculty sign up process was streamlined and included significant involvement from the chief residents to engage faculty early in the season. The chief residents developed a combined slide presentation and group interview format, thus allowing for a more interactive, informative group session. Finally, residents were encouraged to participate by use of an online signup tool and implementation of a reward system for the most engaged residents.

The primary measure used to assess outcome was comparison of a candidate feedback questionnaire that was submitted at the end of the interview day. The comparison was done between the 2014-2015 and 2015-2016 interview seasons. The project had a significant impact on the recruitment process as evidenced by improved candidate satisfaction, improved faculty engagement, and improved resident engagement. We believe that our match results will be improved by these strategies as well and, though this remains to be seen, the data will be available before the time of the presentation.

Residency Program: Children's Hospital of Michigan Pediatrics
Program Director: Lynn Smitherman (lsmither@med.wayne.edu)
Chief Residents involved:
Jacqueline Leja (ileja@dmc.org - primary contact)
Natalia Benza (nbenza@dmc.org)
Abdulla Ehlayel (aeihlayel@dmc.org)