Residency and Fellowship Recruitment

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Agenda

- Review of 2020-2021 Recruitment Processes
- Recommendations for 2021-2022 Recruitment Processes
- How can APPD/COMSEP/CoPS/AMSPDC help?

Recruitment Action Teams

- March 2020 - Formed 2 Recruitment Action Teams
  - One for Residency Recruitment
  - One for Fellowship Recruitment
- Multiple Virtual Cafes
- Surveys
- Discussion with APPD/COMSEP/CoPS/AMSPDC/AAPSOPT/FuturePedsRes/NextGenPediatricians to understand needs
- Discussion with IM, Surgery, Others Specialty PDs through OPDA
- Discussion with ERAS and NRMP

Goal

- Our primary goal is to optimize the recruitment process for both applicants and programs by:
  1. Helping applicants find programs that match their career goals while providing an atmosphere conducive to their learning styles.
  2. Creating a fair and equitable application process for both applicants and programs.

2020-2021 Big Picture Review of Recruitment

- Wonderful collaboration of APPD, COMSEP, CoPS, AMSPDC, AAPSOPT, FuturePedsRes, NextGenPediatricians

- Formal recommendation letters
- Helped programs prepare for virtual interviews
- Worked with ERAS re: application release date
- Worked with other specialties
- Virtual Cafes to prep for virtual season
- Virtual Season Toolkit (APPD Coordinators Section)

2020-2021 Lessons Learned

- Programs put applicant needs first
- Adaptability
- Opportunities for equity for applicants and programs

2021-2022 Discussion with Stakeholders

- Applicants
- Program Directors
- Fellowship Directors
- Coordinators
- Chairs
- Subspecialty societies

- Discussions
- Surveys
- Letter sent 5/20/2021

2021-2022 Big Picture Recommendations for Recruitment

Virtual Interviews

- Effective assessment*
- Equity
  - Differential impact for applicants from lower SES backgrounds
  - Disproportionate impact of COVID-19 pandemic for some applicants and programs
  - Some areas still have significant travel restrictions
- Cost savings for applicants and programs
- Minimize lost educational time
- Environmental impact (Donahue, JGME 2021)

2021-2022 Big Picture Recommendations for Recruitment

Additional Recommendations

- Holistic review
- No swag
- No love letters

2021-2022 Big Picture Recommendations for Recruitment

Still to be determined

- Second looks
  - Want to promote equity for applicants and programs
  - Also want to help applicants get the information they need to make this decision

2021-2022 Big Picture Recommendations for Recruitment

Specifics for applicants

- Residency applicants
  - Number of programs to apply to
    - ~20 programs if no academic difficulties / red flags
- Fellowship applicants
  - Talk with advisors or CoPS reps re: # programs to apply to
  - CoPS Website

Resources

Upcoming Webinars for Residency Applicants

- Sessions 8-9pm EST
- Regional sessions: optional 30-min resident-only session (9-9:30pm EST)
- Jul 21 (Wed): APPD/COMSEP/FPR Introductory Session; Post-Match Session
- Aug 3 (Tue): IMG Session
- Aug 5 (Thurs): DO Session
- Aug 9 (Mon): Western Region
- Aug 16 (Mon): Southwest Region
- Aug 25 (Wed): Midwest and Mid-America Regions
- Aug 31 (Tue): Northeast and Mid-Atlantic Regions
- Sep 9 (Thurs): New York Region
- Sep 14 (Tue): Southeast Region

Upcoming Webinars for Residency Applicants

- Program interest form (due by June 17th!): https://forms.gle/6MBREPX9jdrabVkV6

- Information overview and schedule of events: https://docs.google.com/document/d/1r_J7oFVZt4cWI6Y-kJWm2PB9m-pxeVcODTnNLRjeJJs/edit?usp=sharing

Upcoming Webinars for Fellowship Applicants

- APPD/CoPS partnering to host a webinar for fellowship applicants

Association of Pediatric Program Directors

APPD Virtual Café Recruitment Action Team Resource Toolbox

June 3, 2021

APPD Program Coordinator Action Recruitment Team

- COVID-19 required many traditional processes of recruitment and interviewing in Graduate Medical Education move into virtual world.
- To prepare for the 2020 recruitment season, programs needed to adjust if not change their recruitment practices entirely.
- The Program Coordinator Action Recruitment Team developed processes and best practices for virtual recruitment via a robust 21st century recruitment toolkit, to support and guide all programs.

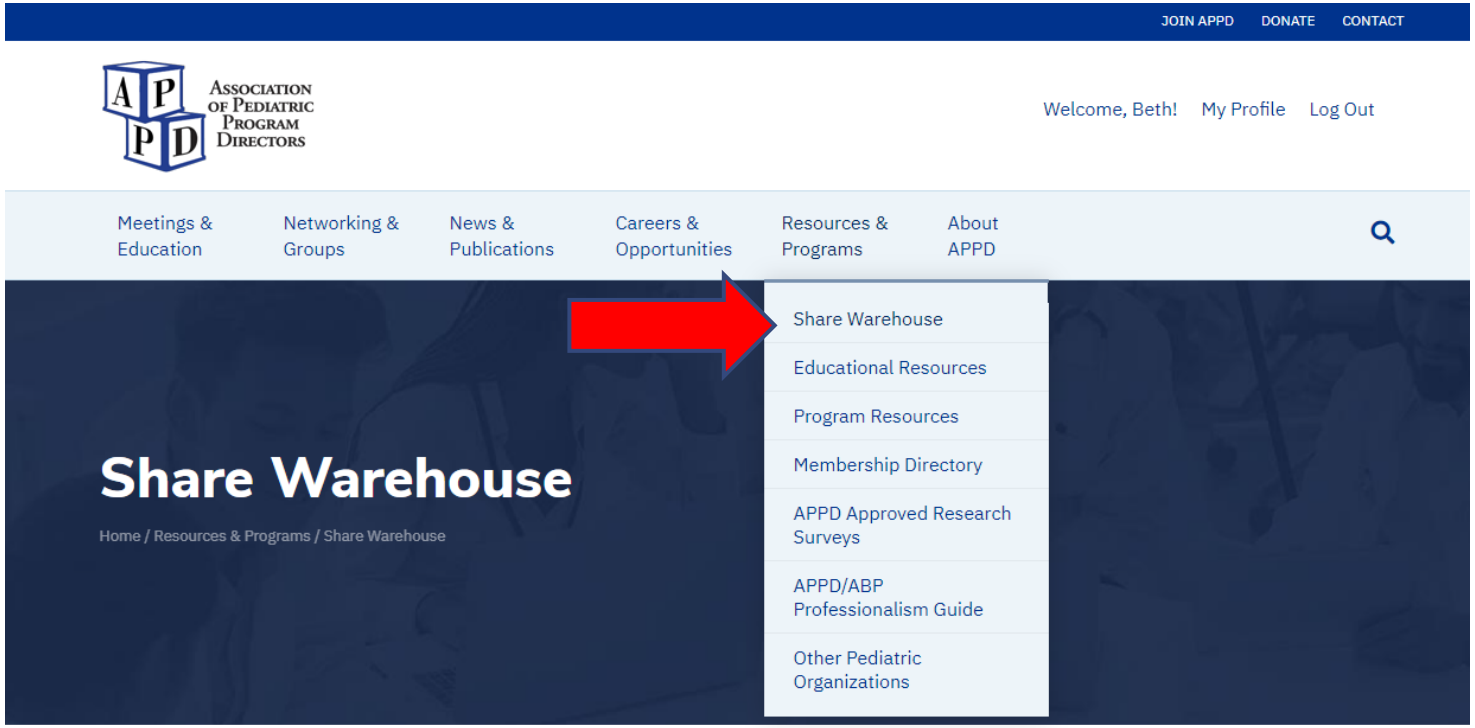
APPD Program Coordinator Action Recruitment Methods

- Methods:
  - Weekly Meetings – 90-day turn-around
  - Document search & literature review
  - Mock Interview simulation activity
  - Focus groups
  - Vetting procedures for all tools
  - Open-ended surveys
- Creation of a National Assessment
  - Sent to Fellowships and Residency programs
    - Preparedness
    - Effectiveness of Tools
    - Virtual Season Outcomes
    - This survey is also helping with the larger APPD Recruitment Team

APPD Program Coordinator Action Recruitment Outcome

- Recruitment Action Team Resource Toolbox
- The toolbox includes:
  - Preparation checklist for program, coordinator and applicant
  - Training presentations for students, trainees, faculty, technology and implicit bias
  - Marketing ideas and templates
  - Virtually based assessment tools and templates
  - Community Building activities for virtual platforms

ASSOCIATION OF PEDIATRIC PROGRAM DIRECTORS

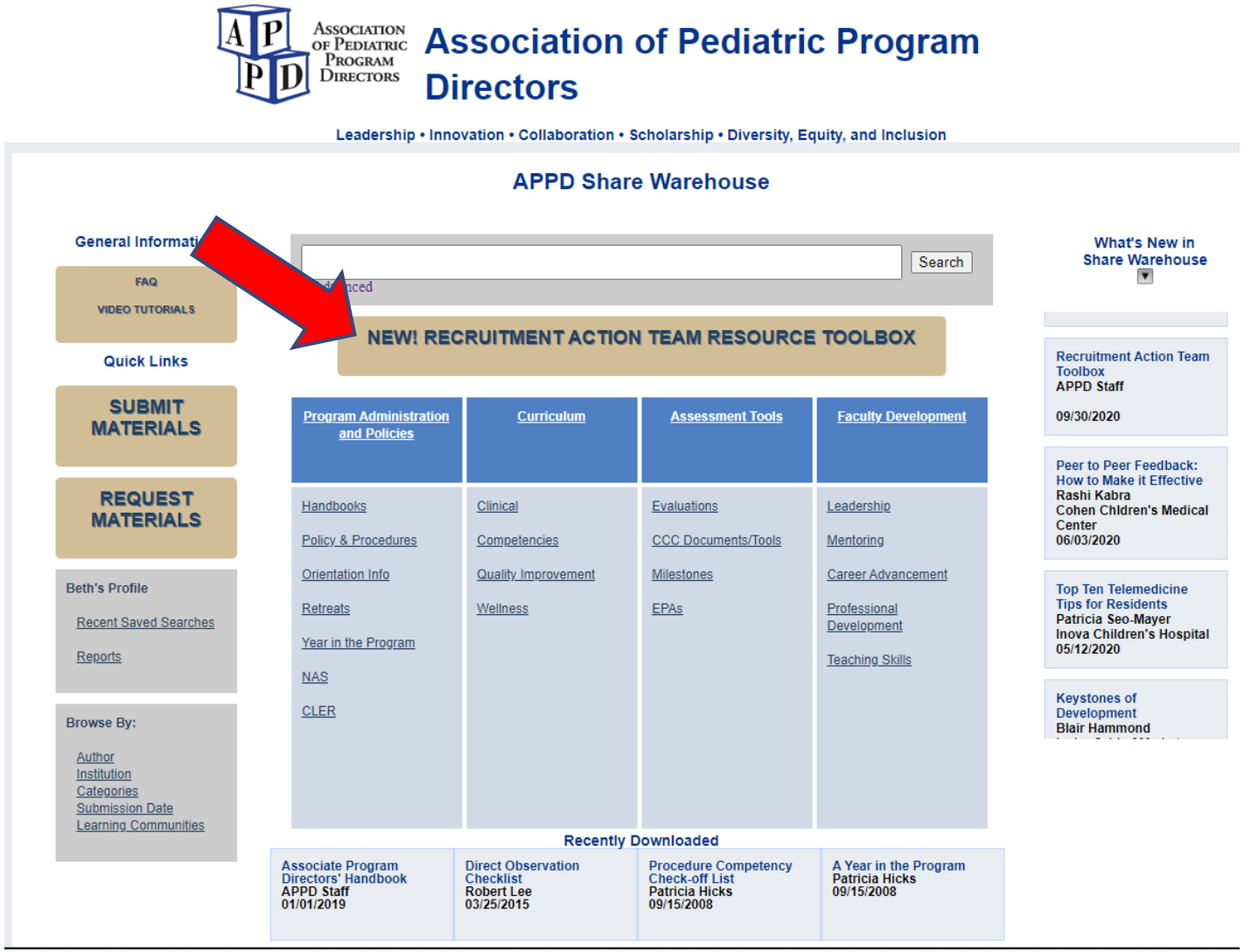


Share Your Contributions

APPD Share Warehouse is a collaborative project that provides a platform for members to share their contributions with other members. It was designed to serve as a platform through which members can receive recognition for their education work.

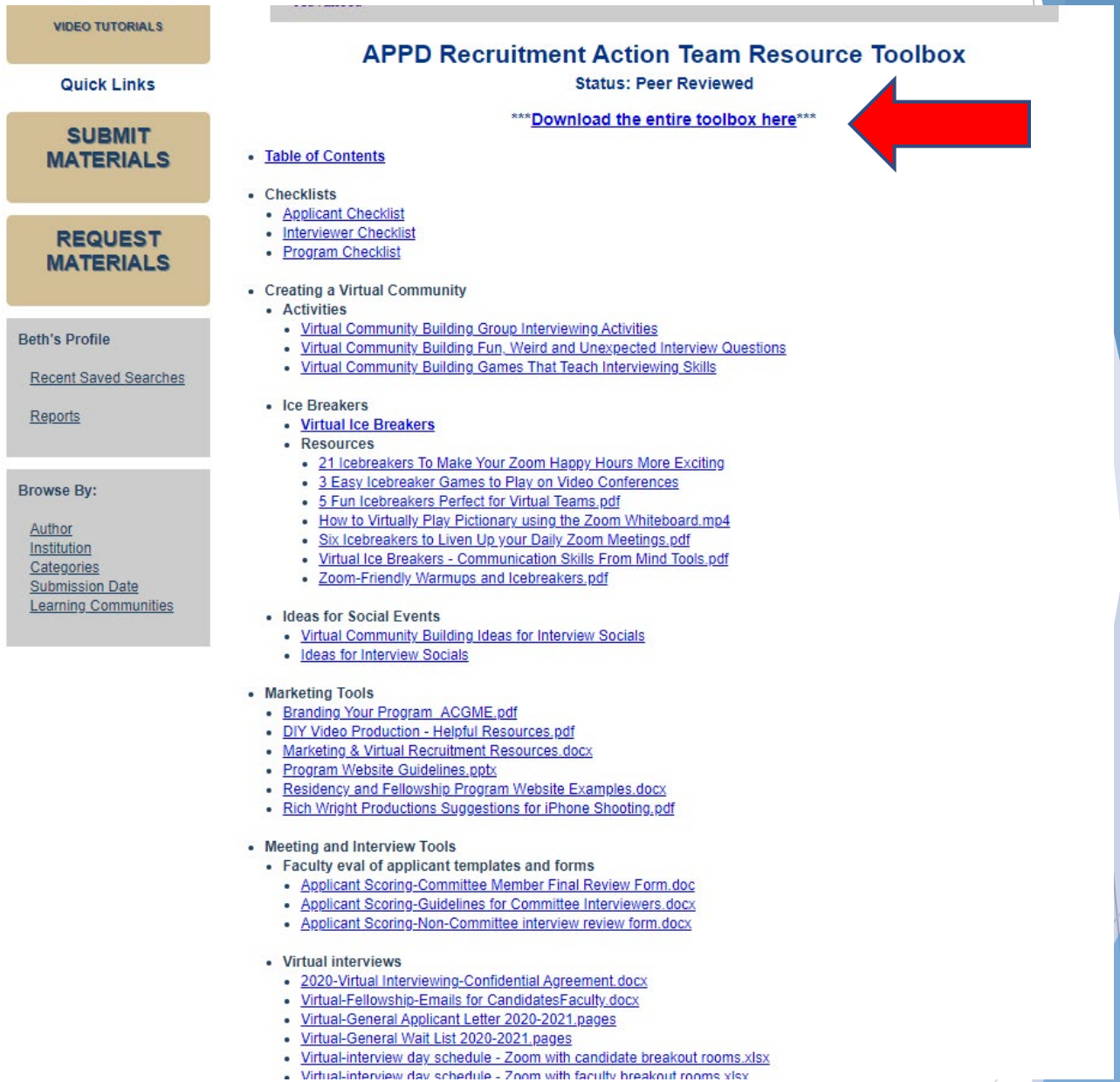
Visit the Share Warehouse

ASSOCIATION OF PEDIATRIC PROGRAM DIRECTORS



ASSOCIATION OF PEDIATRIC PROGRAM DIRECTORS

- Significance
  - The development of this toolkit acts as a guide for all programs to use for the recruitment season with the option for individualization to meet the specific organizational needs of each program.



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APPD Recruitment Action Team Resource Toolbox

Status: Peer Reviewed

Download the entire toolbox here

- Table of Contents
- Checklists
  - Applicant Checklist
  - Interviewer Checklist
  - Program Checklist
- Creating a Virtual Community
  - Activities
    - Virtual Community Building Group Interviewing Activities
    - Virtual Community Building Fun, Weird and Unexpected Interview Questions
    - Virtual Community Building Games That Teach Interviewing Skills
  - Ice Breakers
    - Virtual Ice Breakers
    - Resources
      - 21 Icebreakers To Make Your Zoom Happy Hours More Exciting
      - 3 Easy Icebreaker Games to Play on Video Conferences
      - 5 Fun Icebreakers Perfect for Virtual Teams.pdf
      - How to Virtually Play Pictionary using the Zoom Whiteboard.mp4
      - Six Icebreakers to Liven Up your Daily Zoom Meetings.pdf
      - Virtual Ice Breakers - Communication Skills From Mind Tools.pdf
      - Zoom-Friendly Warmups and Icebreakers.pdf
  - Ideas for Social Events
    - Virtual Community Building Ideas for Interview Socials
    - Ideas for Interview Socials
- Marketing Tools
  - Branding Your Program_ACGME.pdf
  - DIY Video Production - Helpful Resources.pdf
  - Marketing & Virtual Recruitment Resources.docx
  - Program Website Guidelines.pptx
  - Residency and Fellowship Program Website Examples.docx
  - Rich Wright Productions Suggestions for iPhone Shooting.pdf
- Meeting and Interview Tools
  - Faculty eval of applicant templates and forms
    - Applicant Scoring-Committee Member Final Review Form.doc
    - Applicant Scoring-Guidelines for Committee Interviewers.docx
    - Applicant Scoring-Non-Committee interview review form.docx
  - Virtual interviews
    - 2020-Virtual Interviewing-Confidential Agreement.docx
    - Virtual-Fellowship-Emails for CandidatesFaculty.docx
    - Virtual-General Applicant Letter 2020-2021.pages
    - Virtual-General Wait List 2020-2021.pages
    - Virtual-interview day schedule - Zoom with candidate breakout rooms.xlsx
    - Virtual-interview day schedule - Zoom with faculty breakout rooms.xlsx

APPD Program Coordinator Action Recruitment Team

- Jackie Ackerman
- Melissa Bales
- Rachel Cawley
- Deborah Cini
- Robin Egan
- Ann Islas
- Tamara Mills
- Cassandra Shorter
- Molly Rose Elkins-Ryan
- Kiley Alpert
- Michele Bialkowski
- Lindsey Christ
- Dawn DeSantis
- Ashley Thurston
- Carrie Johnson
- Cesar Ramirez
- Charlene Larson Rotundi
- Denise Alton
- Kierstyn Callahan
- Megan Christofferson
- Maura Dooley
- Francisco Hernandez
- Kathy Mainhart
- Christine Rockwell

Lead: Beth Wueste

Association of Pediatric Program Directors





Remember Coordinators are here to support EVERYONE in our shared APPD community!

How Can We Help?