

PEDIATRIC SUBSPECIALTY RECRUITMENT SERIES

APPD/CoPS Subspecialty Recruitment Series: Programs FAQ

What is the flow of the night?

- Residents will have the opportunity to enter and leave program's individual breakout rooms at their chosen frequency (recommended ≤ 10 minutes in each room)
- There may be times without residents in your room, as there may be fewer applicants than programs. Please be patient.
- Quick tip: Provide an overall welcome every 5-10 minutes to capture new residents

What are applicants expecting?

- To learn about your fellowship program and be able to ask questions!
- Casual atmosphere with GME leadership and current fellows
(although up to your program, we suggest at least 1-2 individuals from leadership and 1-2 fellows attend from your program)
 - Expectation should not be that they have complete knowledge of your fellowship
 - Conversational, do not give a 'spiel' or regurgitate the information on your website
 - Allow applicants the opportunity to ask questions
- Quick tip: Present the unique opportunities about your city and/or program
 - Interesting fellow projects, extra degrees/funding for 4th years, fellow favorites around your city, social media for your program
- Note: Powerpoint/pdf distributed to applicants with program information pre-session

What should I focus on for residents entering the room?

- Introducing you (and your colleagues) and your program
 - Your breakout room will be labeled, but it's worth stating your program name to confirm
- Quick tip: Residents who choose your room are interested in your program, so take the opportunity to sell it!

How do I allow residents to feel comfortable leaving?

- Acknowledging that even in a casual environment, applicants will be in "interview mode" with GME leadership
- Take pauses in your conversation to welcome and dismiss residents
- Quick tip: Give people space to leave at any time during your introduction