

**APPD RSLC One-Year Survey Summary Report :
Entry # 6475**



Principal Investigator (first/last, credentials)

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Survey Title

Use of Non-Faculty Recruitment Interviewers: A National Study of Pediatric Residency Programs' Practices

Date survey distributed to APPD membership (Month/Year)

September 2022 - December 2022

Portion of APPD membership surveyed (i.e. Program Directors, Associate Program Directors, Program Coordinators)

Associate Program Directors

Response rate (i.e. percentage; xxx/xxx)

65

Summary of main findings (1-3 paragraphs)

65% (125/193) of categorical pediatric residency programs of varying sizes and geographic locations participated. Most institutions conducted 2-4 interviews per applicant (91%), with the majority of interviews lasting 11-30 minutes each (95%), and utilized a semi-structured (64%) or unstructured (38%) format.

Overall, 71% (89/193) of programs cited using non-faculty interviewers, with the most common non-faculty interviewers being chief residents (58%, 73/125), residents (31%, 39/125), fellows (14%, 17/125), and program coordinators (7%, 9/125). The top three reasons selected by programs for why non-faculty groups were included as interviewers were: their perspectives add an important element in applicant evaluation, they allow applicants exposure to non-faculty members, and they increase the interviewer pool. These also resonated strongly in the free response answers to programs' perceived benefits of using non-faculty interviewers. Some noted challenges were scheduling difficulties, assuring adequate training and preparation for interviewers, and uncertainty of applicant perceptions of interviewing with non-faculty members.

When asked about the perceived impact on using non-faculty interviewer types for residency interviews, the majority reported that each interview group positively or very positively impacted residency interviews. While some also felt their impact was neutral, no programs selected "very negatively" or "negatively."

Presentations

- Poster Presentation at APPD 2023 Annual Spring Meeting
- Poster Presentation at Pediatric Academic Societies (PAS) 2023 Meeting
- Poster Presentation at Stanford's 14th Annual Pediatrics Research Retreat (2023)
- Pre-Recorded Poster Presentation at Stanford Innovations in Medical Education Conference (2023)

Publications

Manuscript in progress