

# 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 breakout rooms at their chosen frequency but we will have specific recommendations and reminders every 8 minutes to switch rooms. Please be open to applicants entering and leaving rooms at their own frequency.
- 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 5-8 minutes to capture new residents

### 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 program leadership
- Take pauses in your conversation to welcome and dismiss residents
- Quick tip: Give people space to leave at any time during your introduction, this will allow them to visit with more programs and does not reflect their interest level in your program

### What are applicants expecting?

- To learn about your fellowship program and be able to ask questions!
- Casual atmosphere with program 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 available to applicants with program information pre-session