

Virtual Interviews Season

AM Session	Cohorts A & B		Faculty
7:45-8:00	Intro to Interview Day & Introduce Interviewers (Coordinators)		
8:00 - 8:25	A: Interviews with faculty	B: Welcome, get-to-know-you (10 min)	A1
8:30 - 8:55		Group activity (40-45 mins)	A2
9:00 - 9:25		Virtual tours (20 mins)	A3
9:30 - 9:55	A&B: Resident host and Chief present Slide Show		Review cohort A
10:00 -10:25	B: Interviews with faculty	A: Welcome, get-to-know-you, chat (10 min)	B1
10:30 -10:55		Group activity (40-45 mins)	B2
11:00-11:25		Virtual tours (20 mins)	B3
11:25-11:30	Closing Remarks. End of session. (Coordinators)		Review cohort B
11:30-12:00			

PM Session	Cohorts C & D		Faculty
12:45-1:00	Intro to Interview Day & Introduce Interviewers (Coordinators)		
1:00 -1:25	C: Interviews with faculty	D: Welcome, get-to-know-you, chat (10 min)	C1
1:30 - 1:55		Group activity (40-45 mins)	C2
2:00 - 2:25		Virtual tours (20 mins)	C3
2:30 - 3:00	C&D: Resident Host/Chief present Slide Show		Review cohort C
3:00 - 3:25	D: Interviews with faculty	C: Welcome, get-to-know-you, chat (10 min)	D1
3:30 - 3:55		Group activity (40-45 mins)	D2
4:00 - 4:25		Virtual tours (20 mins)	D3
4:25- 4:30	Closing Remarks. End of session. (Coordinators)		Review cohort D
4:30-5:00			

Zoom Room Assignments & Phone Numbers

Interviewer	Zoom Room	Interview Location	Phone Number
Coordinators	Main Session	Leslie Booker's office Jen Seokaran's office	612-483-8220 (cell) 612-873-8088
Faculty	Breakout 1: Program Director	TBD	
	Breakout 2: B-Sci Faculty	Dr. Hinton/Newman office	
	Breakout 3: Faculty	Potts Conf Room	612-873-8090
Residents	Breakout 4: Resident Activities	Centering Room	612-873-8093

Illegal Questions: You cannot ask applicants about the following:

- Age
 - Gender
 - Religion
 - Sexual Orientation
 - Family status (married or single, kids, etc.)
 - It is a violation of the NRMP agreement to:
 - “Ask names, specialties, geographic location or other identifying information about other programs to which applicant has or may apply.”
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Interviews with FMR

- All faculty and residents asked to engage the following education:
 - appropriate / inappropriate questions, department (during core conference)
 - [AAMC Tips for Interviewers](#) document
 - [Bias training](#)
 - Additional resources if you are interested [Optional](#)
- Faculty interviewers (3 per interview session)
 - Interview questions / rubric are tied to FM competencies.
 - In efforts to reduce overreliance on test scores (reduce bias), faculty interviewer is blind to test scores, Dean’s letter, and transcript prior to interview. PD and Behavioral Science interviewers access these data to further ask about areas of concern (eg, test-taking / performance concerns, failed tests or courses).
 - All information is made available and is discussed during the faculty debrief following interviews.
- Resident interviewers (2 per interview day; 3 dinner before interview)
 - All resident interviewers receive basic packet of each applicant including photo and initial pages of ERAS packet (ie, demographic, certifications, med school, previous schools attended)
 - Faculty trains senior resident interviewers on the group activity, focusing on facilitation skills and behavioral observations.
 - Both scoring rubrics (group activity & resident host) focus on observable behaviors in efforts to provide formative feedback to the selection committee (PD and APDs)
 - Present slideshow and virtual tour