Abstract

Asynchronous Web-Based Interviews as a Screening Tool in Residency Application: Pilot Study

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Background and Significance:
Every year over 40,000 applicants apply to residency (AAMC, 2021). Medical students applying into Ob/Gyn residency are encouraged to apply to 20 programs and rank at least 12 to ensure a successful match (Bienstock et al., 2016). Given perceived scarcity, applicants often apply and interview at more programs than advised. The process is associated with high cost and time investment in both applicants and training program. In this study we seek to analyze the feasibility of Asynchronous Web-Based Interviews used as a screening tool to streamline the residency application process.

Objectives:
1. To understand the feasibility of incorporating asynchronous video-conference interviews during the residency interview process and identify top candidates
2. To identify applicant and reviewer response to using asynchronous video-conference interviews

Methods: All Ob/Gyn applicants invited to interview at BWH/ MGH Integrated Residency Program were recruited. Study participants completed their Asynchronous Web Based Interviews on the Kira Talent platform. Expert consensus group designed the assessment tool to evaluate 7 core aspects of the incoming intern and developed an evaluation rubric with 5 point scale. Multiple reviewers used to evaluate study participants. Inter-rater reliability, mean rank, and comparison between standard rank and asynchronous was used. Exit survey was obtained from study participants and reviewers to evaluate their experience.

Results: 30 applicants enrolled in the interview study for a response rate of 28%. The asynchronous interview tool was able to capture 67% of applicants within the top 50th percentile in the standard interview. Applicants expressed reticence for this approach and reviewers were supportive of this approach.

Conclusion: This study provides preliminary data which supports the use of asynchronous web-based interviews as a plausible screening step before onsite interviews.