



THE AMERICAN ORTHOPAEDIC ASSOCIATION®

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CORD TOWN HALL

Virtual Interviews
8:00pm – 9:00pm EDT

Join the conversation on
Twitter: @aoa1887;
#AOACORD

8:00PM Introduction

8:05PM Showcase Your Program (Culture, Overview, Day-in-the-Life, Meet & Greet)

8:10PM Applicants and Applications

8:20PM Interview Day

8:30PM Interview Platforms

8:35PM Q&A/Discussion

8:55PM Summary & Adjourn

Raise your hand to verbally ask a question.

All questions will be addressed during the Q&A session following all presentations.

Ways to participate

01



Raise your hand to ask a question **verbally** during the Q&A session at the end. In order of hands raised, when it's your turn, you will receive a notification, telling you to un-mute yourself.

02



Chat with panelists and/or all attendees. Send a chat to panelists if you have a technical issue.

03



Ask questions in the Q&A box if you'd prefer not to be unmuted and would like a written response to your question.

CORD TOWN HALL – Virtual Interviews

Moderators



Cassandra A. Lee,
MD, FAOA



Joshua C. Patt,
MD, MPH, FAOA

Panelists



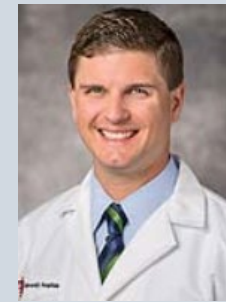
Matt Beal, MD,
FAOA



Charles Cassidy, MD,
FAOA



Robert J. Gillespie,
MD



Michael Karns, MD



Anil Krishnamurthy,
MD



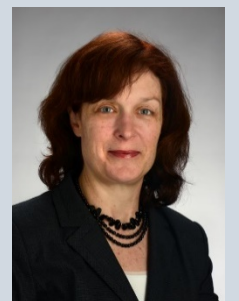
Katherine Li,
MD, PGY-3



Starla E. Pathak



Harris Slone, MD



Kimberly J.
Templeton, MD,
FAOA

AOA Town Hall - Virtual Interviews

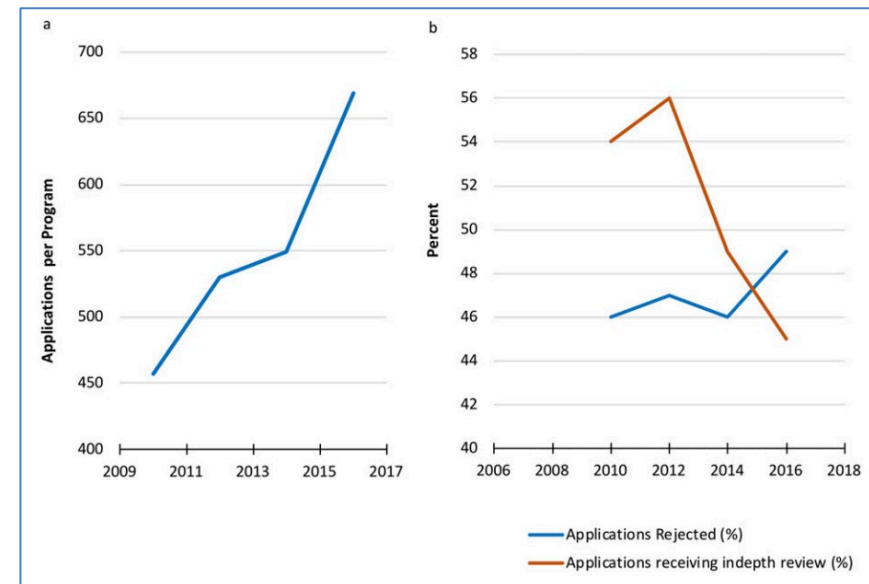
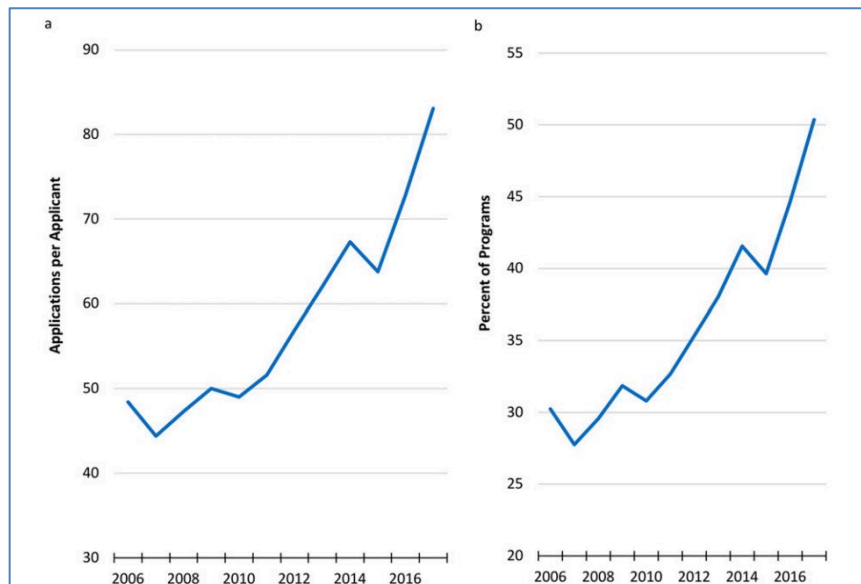
Applications and Applicants



Harris Slone, MD, FAOA
Associate Professor
Residency Program Director
Department of Orthopaedics
Medical University of South Carolina

Historical Application Stats...

- Mean number of applications has increased dramatically
- On average each applicant applies to 83 programs
- Average program receives over 650 applications each year



Li et al. JBJS 2019 doi: 10.2106/JBJS.18.00587



The Problem...

- Competitive match, accomplished applicants
- **Possibility (probability?) of increase in applications due to COVID**



Opportunities?

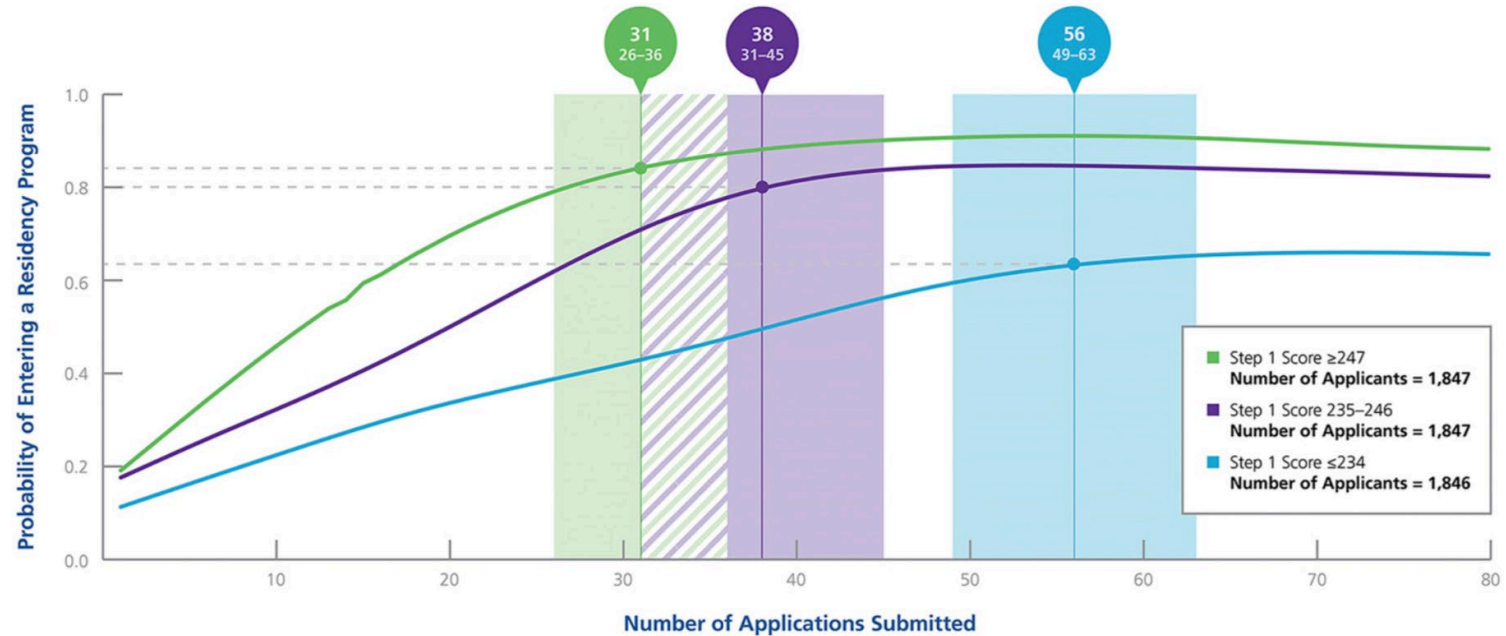
- Mentoring
- Information
- Interview more? Less?
- Secondary applications?
- ~~Limiting number of applications/interviews~~



Mentoring



Point of Diminishing Returns for Entering an Orthopedic Surgery Residency Program for U.S. MD Applicants



1. Number of Applicants = 5,540; this analysis included U.S. MD applicants only.
2. The point of diminishing returns is the point at which the value added by submitting one additional application is reduced relative to the value added by each application before reaching the point of diminishing returns. The addition of one application beyond this point results in a lower rate of return on an applicant's likelihood of entering a residency program.
3. The point of diminishing returns is an estimate and is not perfectly precise. Therefore, confidence bands around the point of diminishing returns are provided. The lower and upper bounds of each confidence band are shown (a) below the point of diminishing returns in the circle and (b) by the shading around the vertical lines. The width of the confidence band describes the precision of the estimate, with wider bands indicating less precision.

Source: AAMC Data Warehouse: ERAS file accessed on March 21, 2018.



Make information available!

- Many ways to do this
 - Website
 - Social Media
 - Videos
 - Virtual meetings (away rotation, townhalls, happy hour, etc.)
- May help attract “good fit” applicants
- May decrease the overall number of applications
- Minimal cost
- Modest administrative time



How many to interview?

- Probably a program specific decision
 - Program size
 - Results of 2020 match
 - Number of qualified home students
 - Relationships w other programs

- MUSC plans to interview the same number of applicants



Secondary Applications/Essay

- Pros
 - May decrease “extra click” applications
 - Decreased ENT applications by 25% (Puscas et al. JAMA Otolaryngol Head Neck Surg. doi:10.1001/jamaoto.2015.0677)
 - Provides additional information about applicants in COVID era
 - No cost
- Cons
 - Administrative burden
 - Deter some “good fit” applicants?



Thanks!

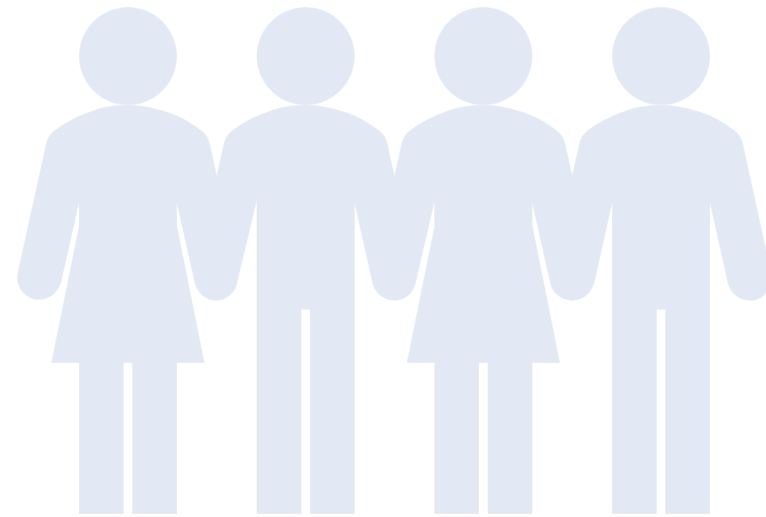
Harris Slone
843-792-8765
sloneh@musc.edu





Number of Interviews

Kim Templeton, MD, FAAOS, FAOA
Vice-Chair for Diversity and Equity
Professor and Program Director
Department of Orthopaedic Surgery
University of Kansas
Kansas City



Town Hall Survey Questions

- Do you plan to increase the number of applicants that you interview this year, compared to previous years?
- If so, by how much? (<10%, 10-20%, >20%)
- Do you plan to increase the number of interview days?

Program Responses

- 18 of 51 responding programs plan to increase numbers of students interviewed
- 5 with <10% increase
- 4 with 10% increase
- 3 with 10-20% increase
- 6 with >20% increase

Program Responses

21/51 programs plan to offer more interview days

- 14 of 18 programs who are interviewing more applicants
- 7 programs that are not increasing the interview pool

Increase in Number of Applicants Interviewed

Pros

- Opportunities to interview more diverse group (from all perspectives)?
- Opportunities for repeat applicants?

Cons

- More interview days?
- Strain on faculty and other resources?
- Accommodate for technical issues?

Orthopaedic Virtual Interviews 2020

Robert J Gillespie, M.D.

Michael and Grace Drusinsky Chair of Orthopaedic Surgery and Sports Medicine

Chief, Division of Shoulder and Elbow

Orthopaedic Surgery Residency Program Director

Associate Professor

Department of Orthopaedic Surgery

University Hospitals

8/4/2020

How many interviews is enough?

- Do we need more options?
- How many applicants do we need to interview?
- Are the applicants going to interview at more programs this year because of the virtual platform?

Extra Interview Dates:

Pros

- More flexibility for applicants
- Ability to interview more applicants

Cons

- Harder to get faculty participation
- More conflict with other programs

What about your own medical school's applicants?

- Consider offering an additional day prior to regular interview season
 - **Benefits**
 - Practice run for your students in this uncertain atmosphere
 - Free up interview slots for your regular day or allow for less applicants on your other day which may improve the flow of your regular interview day

What is **Case/UH Orthopaedics** doing?

- 4 interview days (instead of 2)
 - Less overall faculty involvement
 - Higher emphasis on our exceptional faculty
 - Avoiding morning or early afternoon session
 - avoiding weekend days
 - Same number of applicants will be interviewed
 - Early day for CWRU and Lerner COM (CCF) students who rotated with our program

How can we (CORD) help the process?

- Use the **Google doc** publishing your dates for town halls and interviews
 - Will help decrease anxiety of applicants
 - They may not hold as many interviews if they know ahead of time potential conflicts (or lack of)
- **Transparency**
 - Ultimately this is an individual program decision but honesty and transparency within our group will be helpful to everyone
- **Secondary Application**
 - Written application could decrease over interviewing and applying

Virtual Interviews 2020

Anil Krishnamurthy, MD

Program Director & Vice Chair

Dept of Orthopedics and Plastic Surgery

Wright State University Boonshoft School of Medicine

Dayton Ohio

Applicant Number

- Increase the number of applicant interviews?
 - Time constraints
 - Availability of faculty
 - Spread over many days?
 - Resource management
- Increase by how much?

Applicant Number

- Remain the same
 - Will we have enough on the Rank list
 - Multiple interviews on the same day per applicant
 - ? reduce the pool
 - Higher chance of not matching all spots?
 - Should it be uniform across all programs based on number of spots

Recommendation

- Keep the same number as in-person interviews
 - # of days also remain the same
- Availability of resources for small programs that may not be able to interview more candidates, particularly in the virtual format
- Format does not change for virtual vs in-person – Level the playing field
- Should we change it?

Virtual Interviews: Coordination of Interviews

MICHAEL KARNS, MD

Assistant Professor, Orthopaedics

Associate Residency Program Director, University Hospitals Case Western

Orthopaedic Surgery Residency Program

Associate Fellowship Director, UHSMI



Potential Challenges 2021

- Anticipate increased number of applications; more interviews per applicant
- Increase in number of applicants interviewed by programs
- Potential increase in number of interview days by programs
 - Virtual platforms
- Conflicts in coordinating interviews
- Time Zone considerations
- Minimize disruption to applicants and programs

Virtual Catalogue

- Interview dates posted
 - Help Applicants Plan
- Potential for coordination
 - Ultimately individuals program's choice
- Allows for some competition
- Potential for clustering of dates



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There is 1 new post for *CORD Exchange*.

Click on the title of the post below to read more.

[AOA/CORD Virtual Catalogue](#) by William N. Levine, MD, FAOA

To view all posts for this community [click here](#).

To update forum notification settings, visit [your profile page](#) and click on the 'My Participation' tab.

If you experience difficulty, please contact Council of Orthopaedic Residency Directors at cord@aoassn.org or call (847) 318-7353.

The American Orthopaedic Association

Regional Interview Windows?

- Sports Fellowship Match
 - 3 windows based on region of country
 - Allows for ease of scheduling
 - Encouraged but not mandatory

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2020 Regional Interview Dates

OPEN: January 1 – January 7, 2020

East: January 8 – January 28, 2020

Southwest: January 29 – February 18, 2020

Midwest: February 19 – March 10, 2020
(Note: Pensacola and Pittsburgh are in the Midwest)

OPEN: March 11 – April 7, 2020

Map Color Key
East = Blue
Southwest = Red
Midwest = Green



Regional Interview Windows

- Discussion initially of increase in interview dates by programs
 - May not be the case
 - Potential Advantages:
 - Allow coordination of interviews of regional programs
 - Healthy Competition-Forces applicant to choose
 - May help avoid potential East/West Coast conflicts
 - Times Zone Considerations
 - Afternoon/Evening Interviews for East coast dates?
- Potential Disadvantages
 - Difficulty in Coordinating
 - Dates already set
 - “Too” much coordination
 - IE multiple interviews in one day

Regional Interview Windows

- Overall Recommendations
 - Utilize Virtual Catalogue
 - Provide Transparent Information to Applicants
 - Applicants can plan interviews
 - Potential for programs to coordinate their interviews if desired

CORD VIRTUAL RECRUITMENT / INTERVIEW WORK GROUP

CHARLES CASSIDY, MD

HENRY H. BANKS PROFESSOR AND CHAIRMAN
PROGRAM DIRECTOR

STARLA PATHAK

MANAGER, EDUCATIONAL PROGRAMS

AUGUST 4, 2020

**Always
Thinking
Ahead.**



ELECTRONIC TECHNOLOGIES TO CONSIDER

- **ERAS (ELECTRONIC RESIDENCY APPLICATION SERVICE)**

- All applications flow into our Program's respective "Mail Boxes" for review and consideration
 - Interviews can be offered through the system
 - Can be set up to allow candidates to select an interview date that best works with their schedule and allows them to change dates multiple times.
 - Allows for scoring of applications
 - Ability to create Rank Lists
 - No virtual interview capabilities /would need to utilize another technology for interviews

- **ZOOM**

- The Coordinator would set up individual Zoom meeting links for each interview / interview day.
- Use of multiple "Breakout /Meeting Rooms" in Zoom for purposes of conducting interviews
 - Zoom Videos available to help set up breakout rooms and for scheduling
 - Only the Host or Co-host can assign breakout rooms (up to 50 separate sessions)
 - Separate links would be needed for each breakout room/interview room for each candidate

ELECTRONIC TECHNOLOGIES TO CONSIDER

- **ZOOM**

- The Coordinator would set up individual Zoom meeting links for each interview / interview day.
- Use of multiple “Breakout /Meeting Rooms” in Zoom for purposes of conducting interviews
 - Only the Host or Co-host can assign breakout rooms (up to 50 separate sessions / 200 participants)
 - Separate links would be needed for each breakout room/interview room for each candidate
 - Pre-assigning Breakout Rooms (each person must have their own Zoom account)
- The Host would have to have a licensed version to be able to create Breakout Rooms
 - If naming a Co-host, the host would have to be ‘present’ to start the meeting/interview.
 - An alternative is to name a alternate host who would be able to start the meeting – must be on the same Zoom account as the host.
- Cost determined at the institutional level based on the number or licenses available for faculty and program coordinator and/or outside faculty

ELECTRONIC TECHNOLOGIES TO CONSIDER

• THALAMUS GME

- Interfaces directly with ERAS / SF Match for purposes of reviewing applications / and emailing invitations to interview
 - Includes an advanced scheduling function that allows programs to monitor candidate activity and includes ability of programs to set up lock-out dates
 - Email notifications and mobile app for candidates
 - Ability to manage waitlists
 - Create a scoring system and to easily create the final rank list
 - Ability to create Face sheets with candidate specific information in a bullet-point format
 - Ability to create individual and faculty schedules specific to the interview day itself
 - Master Control Panel for Coordinator to manage Interview Rooms on Interview Day
- Cost is based on number of residents and the features (\$500 - \$1800/year) and there is no limit to the number of users

ELECTRONIC TECHNOLOGIES TO CONSIDER

• THALAMUS GME OPTIONS FOR PROGRAMS

— Thalamus Core

• Core Thalamus Scheduler

- *Advanced Schedule*
- *Waitlist Management*
- *Facesheets & Print Pages*
- *Scoring and Ranking*
- *Manual Itinerary Builder*
- *Data & Analytics*
- *24/7 Support*
- *Onboarding & Training*

— Thala-More

• Automated Itinerary Builder (Includes all of the Core Functions)

- *Applicant Grouping*
- *Faculty/Applicant Matching Preferences*
- *Itinerary Creation*
- *Video Conferencing Link Generation*
- *Mobile App Integration*

ELECTRONIC TECHNOLOGIES TO CONSIDER

- THALAMUS GME OPTIONS FOR PROGRAMS

- Thala-Most

- **Thalamus Video Chat (Includes all of the Functions from Core and Thala-more)**

- *1 on 1 Group / Breakout Rooms*
- *Master View Control Panel*
- *Scoring and Notes*
- *White Board*
- *Chat Features*
- *Screensharing*
- *Mobile App Integration*

ELECTRONIC TECHNOLOGIES TO CONSIDER

- THALAMUS GME OPTIONS FOR PROGRAMS

- Thalamus Prime

- Cortex AI Application Screening Tool (Includes all of the functions from Core, Thala-More & Thala-Most)

- *Automated application / transcript review*

- *Holistic Review Mode*

- *Blinded Screening Mode*

- *Timeline View*

- *Application View*

- *Application Filtering*

- *Transfer of Data to Thalamus*

- Average Cost will range from \$500 - \$1800

Tufts
Medical
Center

ELECTRONIC TECHNOLOGIES TO CONSIDER

• MICROSOFT TEAMS

- No ARCOS members responded that their programs would use teams during this recruitment season
 - Microsoft Account required (Microsoft 365 and/or Office 365)
 - Each candidate can receive an invitation to join a Teams meeting/Breakout room, but must have a Microsoft account or will need to set one up
 - The number of guests (candidates) would be limited to 5 guests per licensed user and would need to utilize Azure AD B2B collaboration licensing
 - Cost is unknown

QUESTIONS / THOUGHTS

THANK YOU



Questions/Discussion

Next CORD Webinar

Wednesday, August 12, 2020
8:00 – 9:00pm EDT

REGISTER NOW

(https://www.aoassn.org/AOAIMIS/CORD/CORD_Education/CORD_Webinar_Addressing_Resident_and_Faculty_Wellbeing.aspx) Login is required



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Addressing Resident and Faculty Wellbeing

1. Recognize signs of burnout
2. Describe the personal and occupational impacts of burnout
3. Understand systemic factors impacting physician wellness
4. Recognize factors that differentially impact the wellness of female and underrepresented minority orthopaedic residents and surgeons
5. Describe the personal and departmental interventions to improve physician wellness
6. Identify resources available to address the manifestations of burnout and improve wellness

Moderator: Kimberly J. Templeton, MD, FAMWA, FAOA, Orthopaedic Program Director and Vice Chair for Diversity and Equity, *University of Kansas Medical Center*

Speakers

- **Brent Ponce, MD, FAOA**, *University of Alabama Medical Center*
- **Carol Bernstein, MD**, Co-chair *ACGME Wellness Taskforce*, Past-president *American Psychiatric Association*, Vice Chair Faculty Development and Wellbeing Department of Psychiatry-*Albert Einstein College of Medicine*
- **Gabriella E. Ode, MD**, AOA Emerging Leader, *Prisma Health Upstate*



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Thank you for attending!

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Please remember to complete the
evaluation survey.

Continue the conversation on
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and on the CORD Exchange