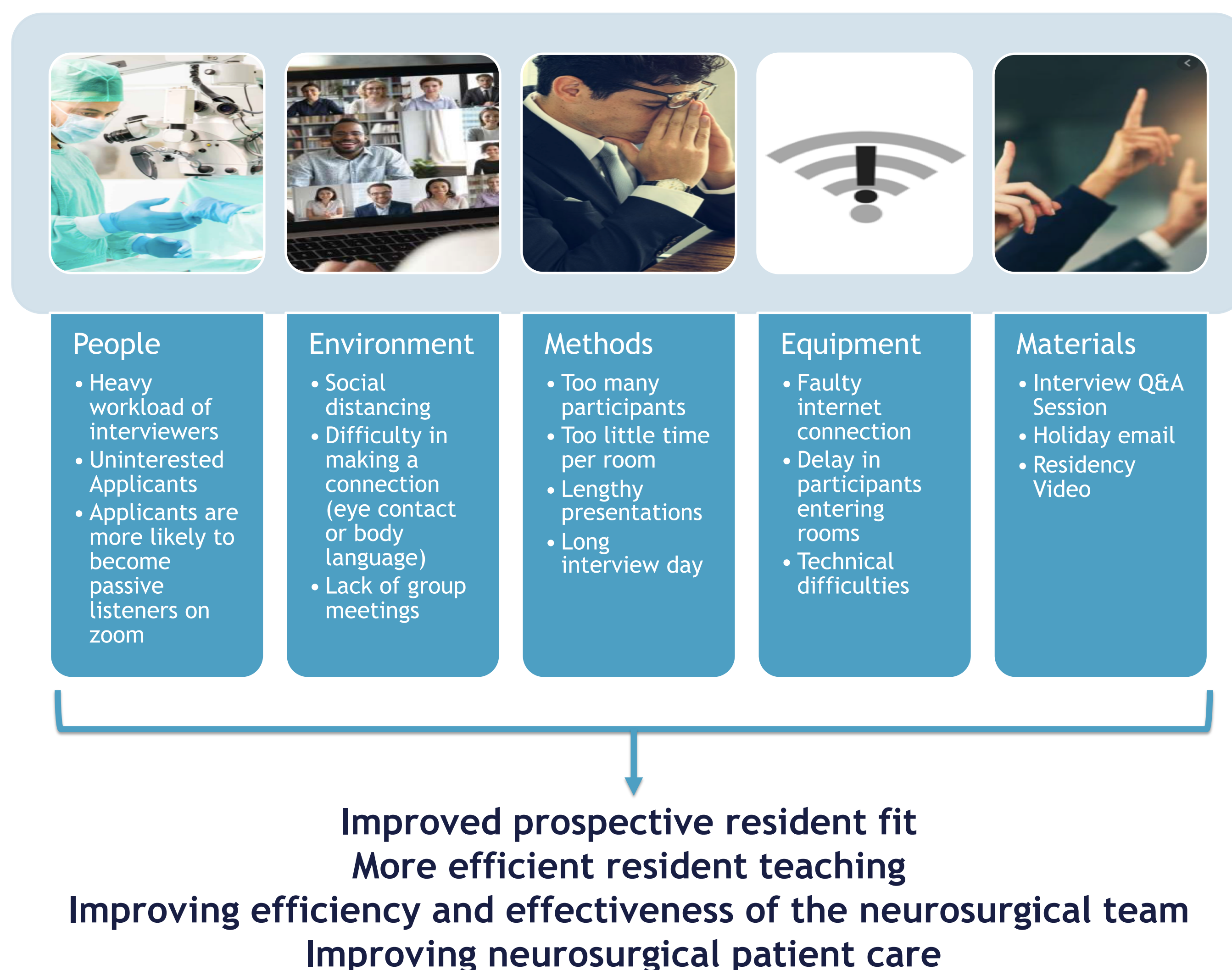


Problem Definition

The residency selection process has proven a challenge in the face of the Covid-19 pandemic. In the neurosurgery match, residents are chosen based on objective metrics as well as their ability to effectively work as part of a team tasked with caring for medically complex patients faced with neurosurgical conditions. As there remain limitations on the number of externships students could participate in and the Step 1 examination is expected to be reported as either pass or fail in years to come, we will have fewer objective metrics to review in the student application. We conducted a study to best select neurosurgery resident applicants who could effectively work with our team to ultimately provide effective patient-centered care. Through a post-interview survey among applicants, we identified points of improvements for the neurosurgery residency application interview.

Figure 1. Identified Factors Impacting the Residency Interview Process



Methods

Areas for improvement were identified through applicant surveys. Survey questions explored satisfaction with the interview dinner, interview day presentations, the interviews, the break room, and the overall experience. By identifying actionable items for improvement, we hope to create a more meaningful interview experience to better learn about applicants in future years, to hopefully improve the quality of patient care.

Results

A total of 31 of 46 interviewed applicants completed the survey who attended one of three interview dates offered.

Figure 2. Areas of Improvement Identified by Interviewed Applicants

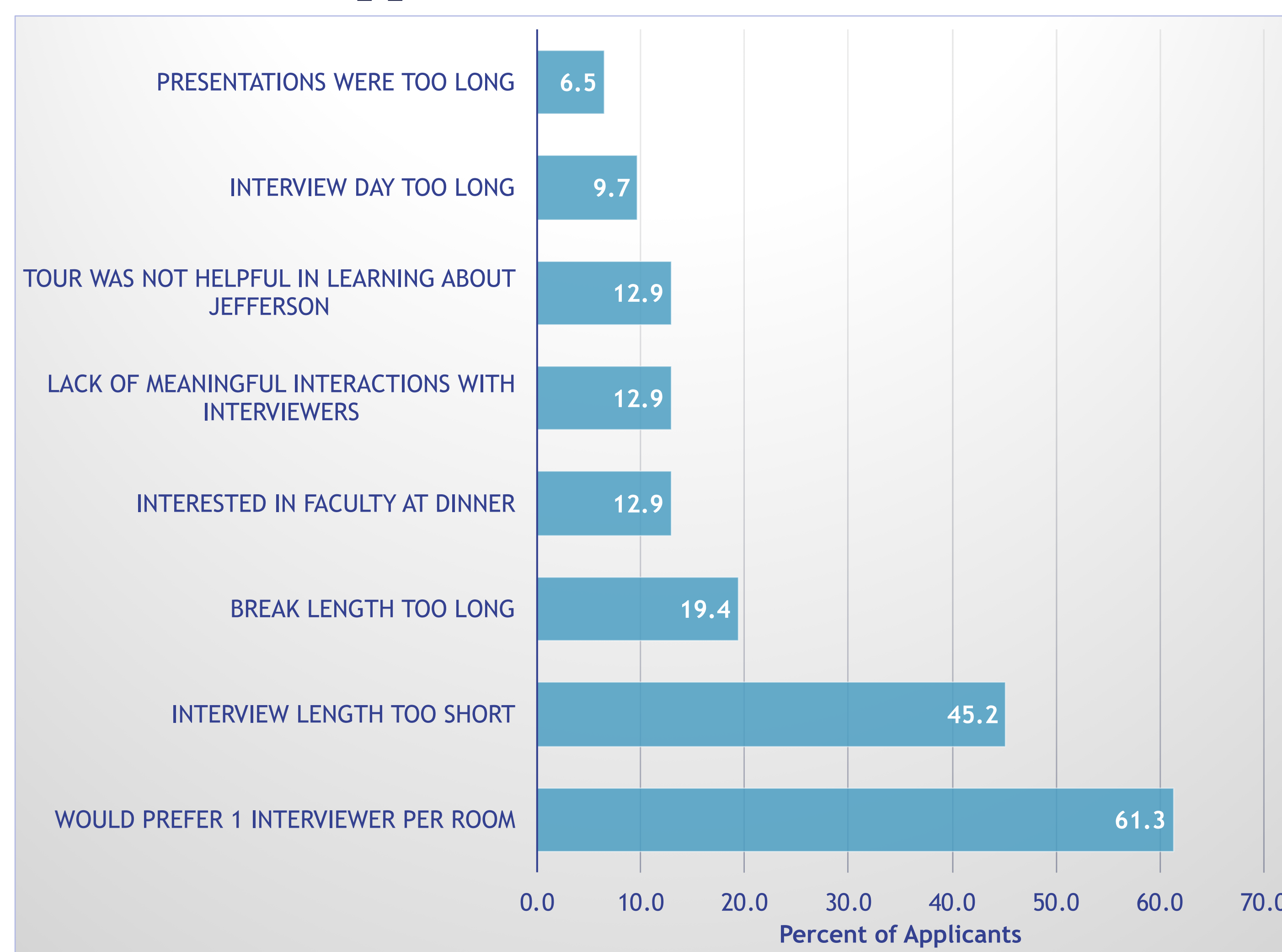


Figure 3. Preference of Number of Interviewers per Room

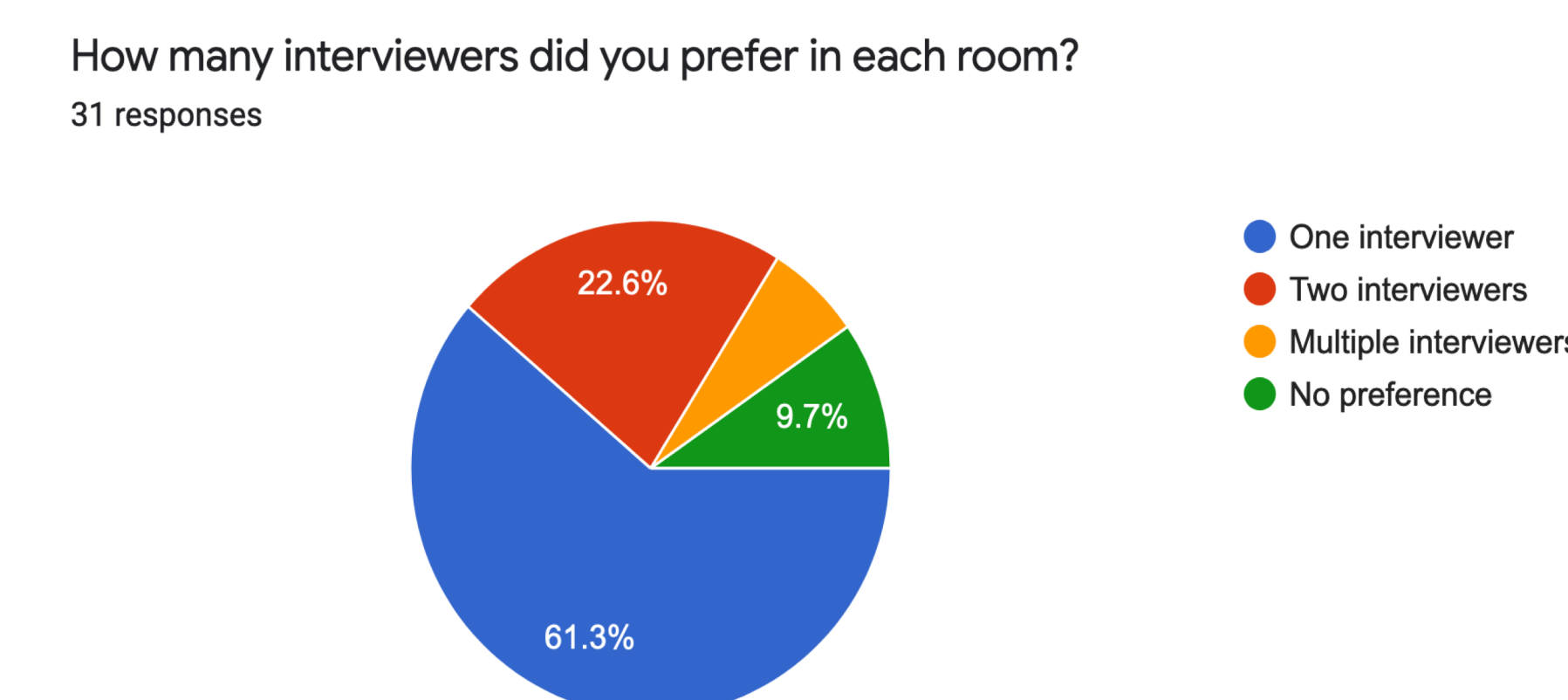
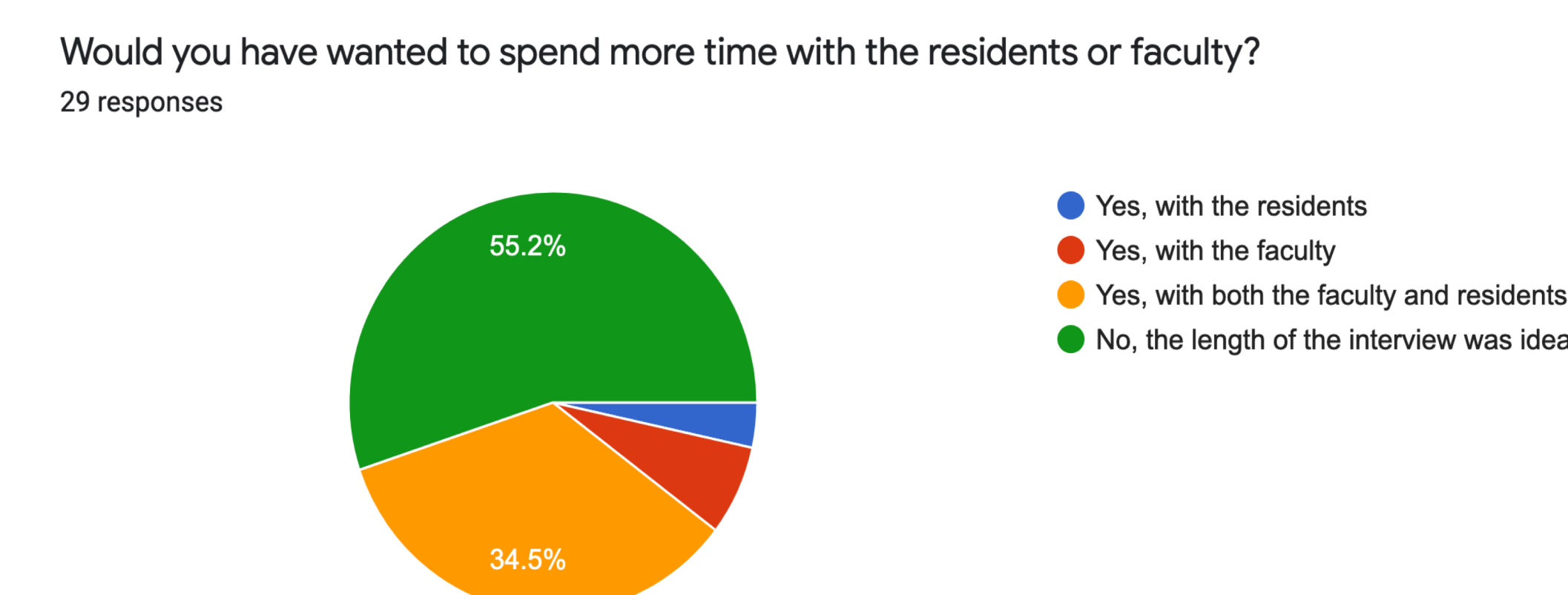


Figure 4. Preference of Time Spent With Interviewers if More Time was Allocated



Next Steps and Lessons Learned

Although majority of applicants believed the length of the interview day itself was ideal, most applicants would have preferred 1 on 1 interviews and some would have preferred longer interviews per room. The following are some brainstormed suggestions that can be implemented.

- adding one-on-one sessions pre or post interview with interested applicants (especially with common research interests with an attending for example)
- increasing number of interview rooms
- decreasing number of interviewers per room
- limiting morning presentation time to allow for longer interviews

We plan to implement some of these changes in this coming year's interviews with the ultimate goal to optimize team efficiency and improve patient outcomes.