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Frequently Asked Questions for Applicant Volunteers

What is the AAMC Standardized Video Interview Research Study?

In an effort to improve the transition to residency process, the AAMC has developed the Standardized Video Interview as an innovative tool to enable applicants to share a more holistic picture of themselves, beyond academic metrics, to add breadth and depth to their application, as well as to provide residency program directors with additional information to assess applicants.

The pilot use of this tool is being conducted as a research study, designed to test the potential of this tool as an addition to the other tools currently available to applicants and program directors during the residency selection process.

From June 27 – August 30, applicants to ACGME-accredited emergency medicine residency programs who volunteer for the study will be asked to respond to six questions on two ACGME competencies: professionalism, and interpersonal and communication skills. Although the interviews will be rated and scored, the information will be used for research-purposes only. Neither videos nor scores will be shared with residency programs. Residency programs will not know if an applicant has participated in the study. At the conclusion of the interview, applicants will be asked to complete a short survey.

How does the research study work?

This study will be conducted in two stages:

In the first stage, participants will be interviewed in a standardized video interview format, take a short survey about their reactions to the interview, and grant permission for the AAMC to link video interview scores with other AAMC databases for research purposes only.

The second phase of the study will involve the collection of a subset of residency program records. This will allow the AAMC to explore any possible relationships between AAMC Standardized Video Interview scores, other admissions data (e.g., face-to-face interview scores, program rank-order lists), and performance in residency (e.g., performance ratings). Together, these data will allow the AAMC to explore the psychometric properties of the standardized video interview and any possible relationships between AAMC Standardized Video Interview scores, other selection data, and residency performance.

Results of this study will be used to evaluate the viability of a standardized video interview for use in residency selection in the future. The study will be conducted from June 2016 to December 2017.

Why should I participate in this study?

The benefits of participating in the Standardized Video Interview research study are three-fold:

- *Opportunity to provide feedback on this new tool* – While the AAMC believes this new tool has great potential for both applicants and program directors, it is important that the AAMC hears feedback from stakeholders—including applicants like you—who will be impacted by the introduction of this new tool.
- *Prepare for interviewing* – You may want to take advantage of the opportunity to familiarize yourself with standard interview questions and gain insights into what interests program directors, in preparation for in-person interviews later this fall.
- *Amazon Gift Card* – All applicants applying in emergency medicine who volunteer to complete the research study receive a \$50 Amazon gift card code via email no more than two weeks after the study closes.

Who is eligible to participate in the Standardized Video Interview research study?

All ERAS 2017 applicants to ACGME-accredited emergency medicine training programs may volunteer to participate in the research study. Participation is completely voluntary. No other applicants, specialties, or programs will participate during the 2016-2017 application cycle.

How does the process work?

The process for participating in the research study--completing the video interview and subsequent survey questions--is as follows:

- Step 1: Access MyERAS and indicate that you plan to apply to emergency medicine programs
- Step 2: Receive an invitation from the HireVue® system inviting you to complete the interview
- Step 3: Log into the HireVue® system and complete a technology check with the tool you will use (phone, tablet, computer) to complete the interview
- Step 4: Click the “Take a Sample Interview” button to get acclimated and to assure lighting and camera positioning is just right
- Step 5: Click the “Get Started” link to begin the interview. Enter your interview code and click “Go” to begin. Once you receive your first question, you will have 30 seconds to compose your response, and three minutes to deliver your response.
- Step 6: After you finish the interview, the system will provide confirmation that the video interview is complete. Your video will be submitted for review and scoring for use in the research study.
- Step 7: You will be invited to complete a short survey.
- Step 8: Upon completion of the interview and survey, you become eligible to receive the \$50 Amazon gift card code. The gift card code will be e-mailed to you approximately two weeks after the research study closes.

What is the timeline for the Standardized Video Interview Research Project?

Timeline	Activity
Early-June	MyERAS opens to applicants
June 6th	EM applicants indicate “yes” to the question asking if they plan to apply in emergency medicine
June 20th	EM applicants begin receiving invitations to participate in the research study
June 27th	Research study volunteers begin receiving invitations from HireVue® to complete the Standardized Video Interview
August 30th	Deadline to complete the Standardized Video Interview and related survey questions
September 1st	Research study commences with preliminary results being shared with stakeholders for feedback

How do I prepare for the Standardized Video Interview?

You should prepare for the video interview just as you would any telephone or face-to-face interview. The questions will focus on professionalism, and interpersonal and communication skills. The interview website (supported by HireVue® technology) provides an opportunity for you to check your computer or mobile device system (like the microphone and lighting) to make sure conditions are optimal for your interview. The website provides practice questions to help you get comfortable with responding to questions in this online video format.

The AAMC has provided [additional tips](#) for preparing for the video interview.

Will I be able to practice?

Yes, the HireVue® website has a bank of practice questions you may use to get accustomed to the process. There’s no limit to the number of practice questions you can complete. Your responses to practice questions will not be shared with reviewers.

What if I make a mistake? Can I re-record my response?

No, there are no re-takes. Each applicant is given one opportunity to respond to each question. Once your response is recorded, you will not have the opportunity to re-record it.

What if I have technical problems?

The HireVue® platform has a team of professionals ready to assist you with any technical issues before or during your interview 24 hours/7days per week. Reach out to them at 1-800-655-4106 (U.S.A.), 011-801-316-2910 (Non-U.S.A.), or support@hirevue.com.

What steps is the AAMC taking to protect my privacy and information, should I decide to participate in the research study?

This research was approved by and is being monitored by the AAMC's Human Subjects Research Protection Program. All researchers involved in the project have been trained in human subjects' protections and confidentiality procedures. All data files will be stored electronically on secure servers with limited access to members of the project team involved. AAMC will de-identify the Standardized Video Interview score database after joining it with other relevant data. The interview scores and residency selection data will be linked using AAMC research IDs. Final analytic databases will not contain any personally identifying information.

All data will be reported in aggregate and cell sizes smaller than five will be suppressed. Individual applicant, school, and program results will not be identified.

Per AAMC's data retention policy, all electronic data associated with validity research will be stored until a new version of the Standardized Video Interview is operational. It is necessary to store data for this period of time to ensure that the AAMC has the ability to provide empirical evidence of the usefulness and validity of Standardized Video Interview scores.

Neither interview videos nor scores will be shared with anyone outside of the research team, including any residency programs.

Will I have an opportunity to share feedback about my experience?

Absolutely! Upon completing the interview, you will be asked to complete a survey designed to solicit feedback about your standardized video interview experience. The AAMC plans to use the results to help evaluate the tool, the process, and the participant experience.

Will I get feedback about my performance on the Standardized Video Interview?

There are no plans to share feedback on applicant performance during this research study. Should the AAMC Standardized Video Interview transition into operational use in future years, the AAMC will consider whether feedback can be provided back to applicants.

Will the Standardized Video Interview tool be used for the 2017-2018 residency application cycle?

The AAMC has not yet determined if/how the Standardized Video Interview tool will be used in the future. That decision will be made after assessing the results of the current research study.

The interview videos and scores collected from volunteer participants in this current research study will not be used outside of the parameters of this research project or in future residency application cycles.