

INTRODUCTION

The COVID-19 public health crisis favored virtual interviews for candidate selection in recent dental residency application cycles (1). As case prevalence and precautions fluctuate, program directors are faced with options of adopting virtual interviews permanently, incorporating them into a hybrid model or disregarding them entirely. The American Dental Education Association ADEA establishes no official guidelines or recommendations for systematizing interviews post-COVID-19, and literature within the dental profession is limited (3). Future application cycle interviews should involve inter-specialty collaboration to make informed decisions on candidate selection.

The American Dental Education Association ADEA establishes no official guidelines or recommendations for systematizing interviews post-COVID-19, and literature within the dental profession is limited (3). Future application cycle interviews should involve inter-specialty collaboration to make informed decisions on candidate selection.

METHODS & MATERIAL

This study aims to explore program directors' and candidates' attitudes towards virtual interviews (VI), from the experiences collected during the 2021-2022 and 2022-2023 residency interview cycles.

METHODS & MATERIAL

TUSDM students applying for residency (candidates) and Program Directors from all dental residencies who participated in the 2021-22 and 2022-23 application cycle who conducted interviews were surveyed. Survey 1 (candidate) and Survey 2 (Program Director) were developed using Qualtrics software and included multiple-choice, drop-down menu, Likert scale, and open-ended questions. Validity and reliability testing was performed.

RESULTS

171 program directors and 20 candidates completed Surveys 1 and 2, respectively.

PROGRAM DIRECTORS' RESULTS

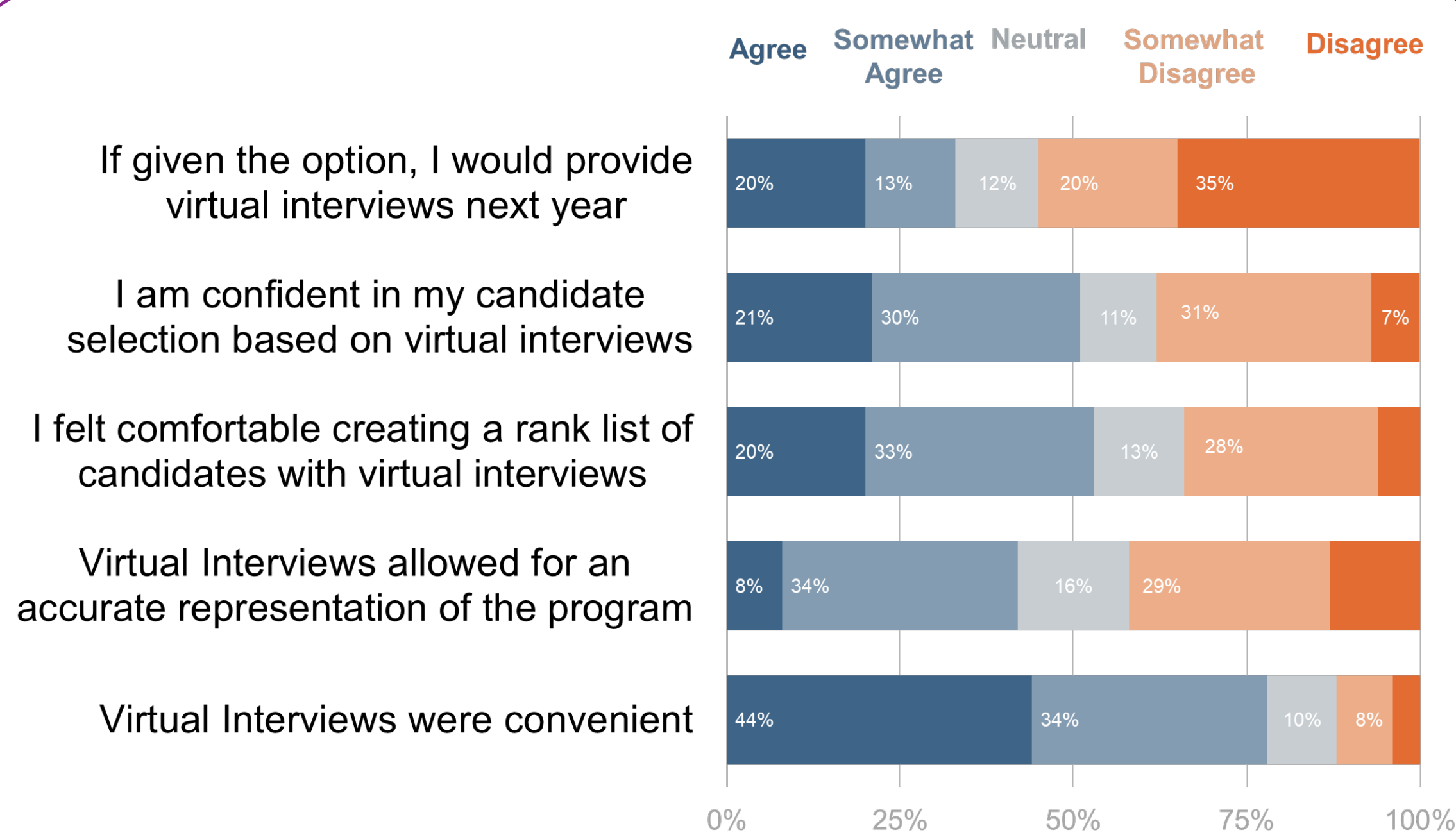
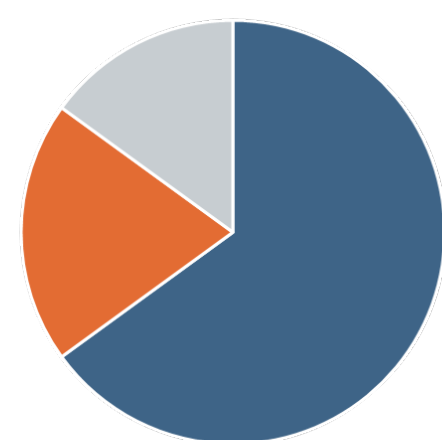
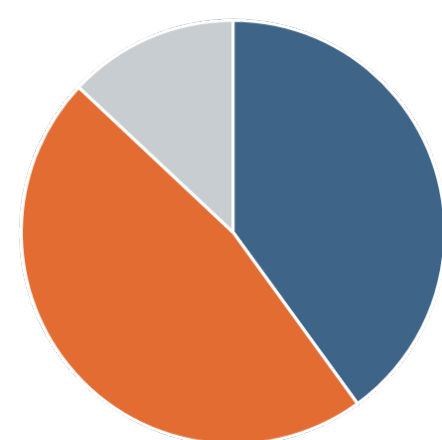


Figure 1. Program Directors' Perspectives on Virtual Interviews

2021-2022 Application Cycle



2022-2023 Application Cycle



■ Virtual ■ On-Site ■ Virtual and On-Site

Figure 2.

Interviewing Modalities offered during 21-22 / 22-23 Application Cycles

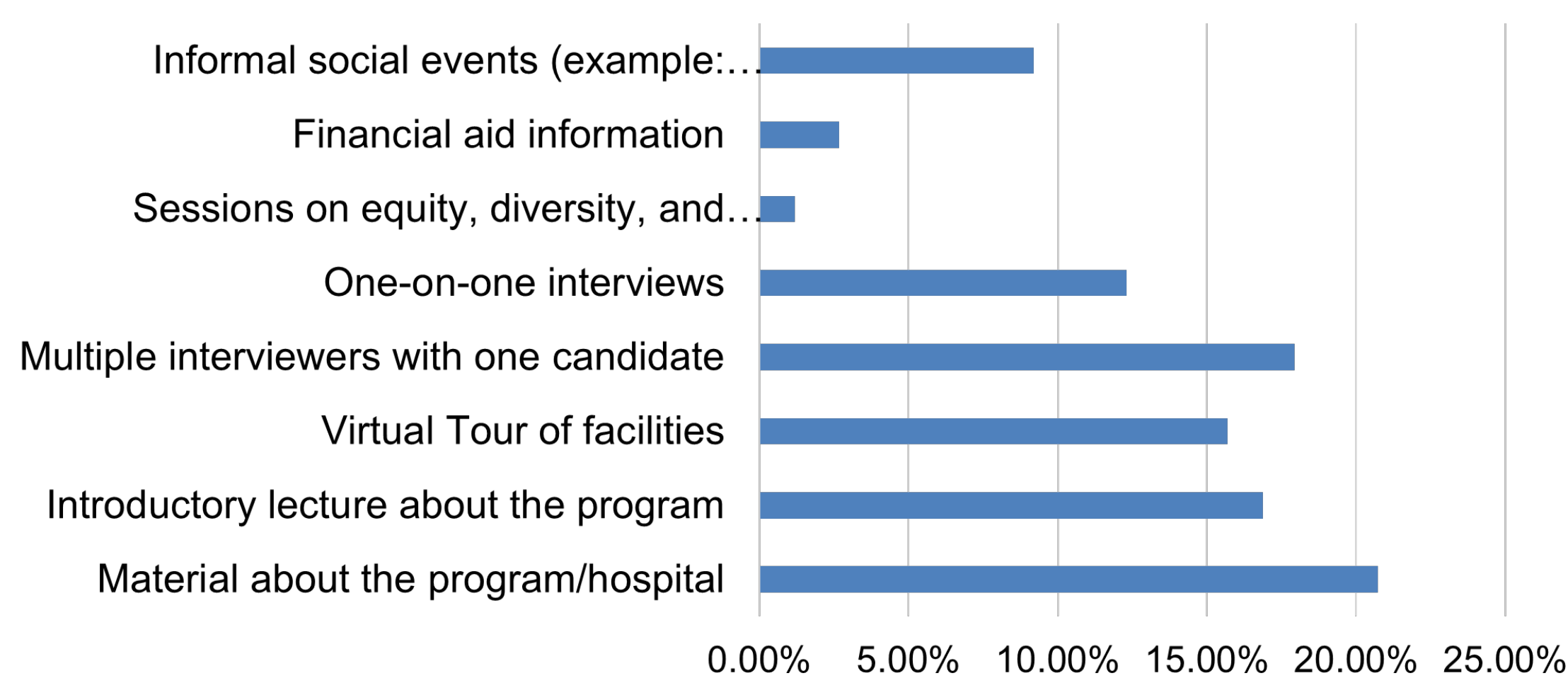


Figure 3. Strategies Implemented During Virtual Interview Cycle

CANDIDATES' RESULTS

Survey 2 Question	Yes	No
Did you attend virtual interview(s) during the 2021-2022 (or 2022-23) application cycle?	82%	17%
Did you have sufficient time to answer questions?	90%	10%
Did you implement strategies that could not have been possible during in-person interviews?	35%	65%

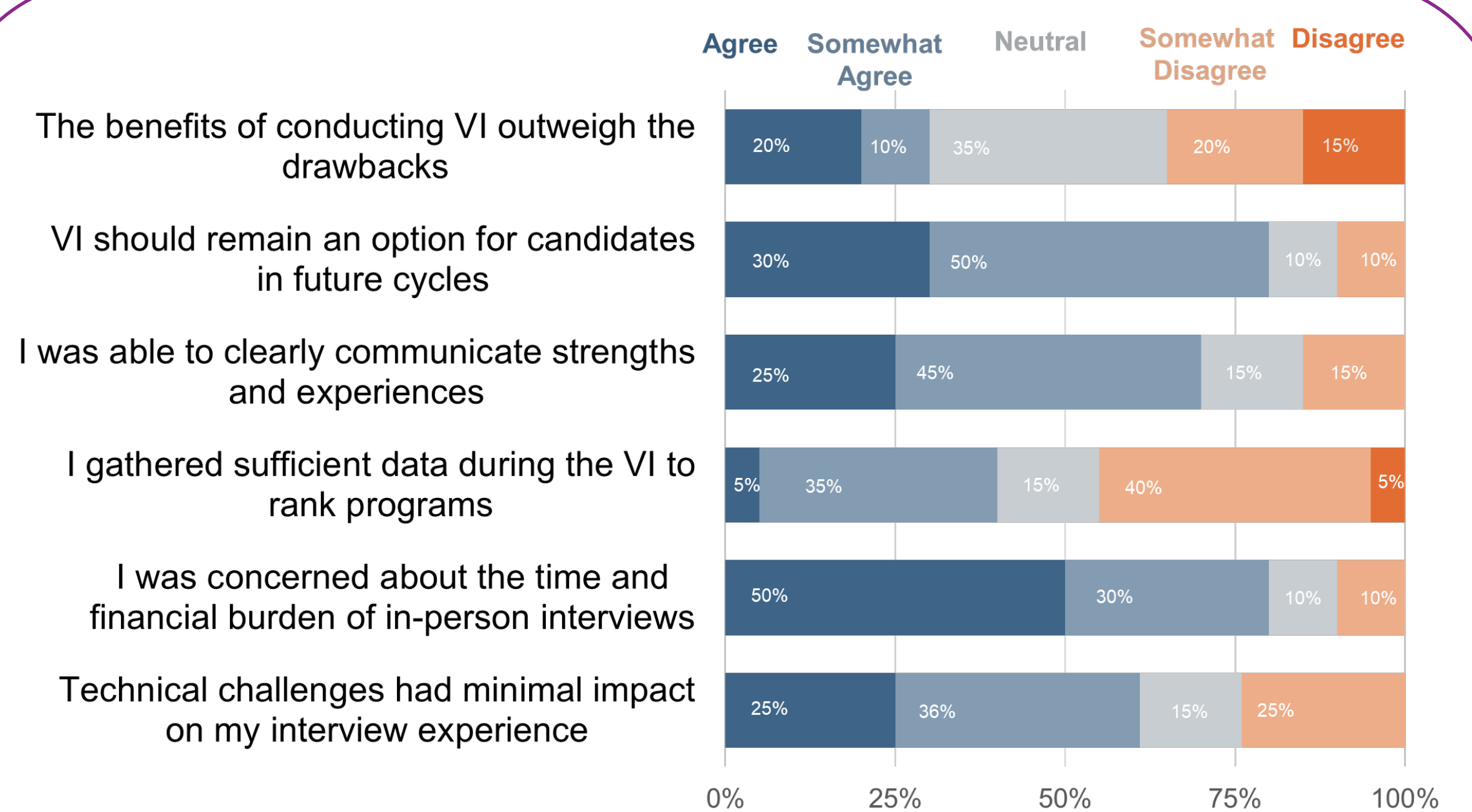


Figure 4. Candidates' Perspectives on Virtual Interviews

KEY FINDINGS AND CONCLUSIONS

- The COVID-19 pandemic allowed program directors to re-evaluate the traditional residency application process and prompted a collaboration between programs to provide a standardized experience to all applicants.
- Further studies are warranted to better understand candidates' perceptions toward VI due to the low response rate to Survey 2.
- Most program directors consider VI convenient, but few would offer them if given the option.
- Most candidates felt capable of relaying strengths/experiences through VI and believe they should remain an option in future cycles.

REFERENCES

