

## Supplemental Digital Appendix 1: Complete CERA Survey of Family Medicine Residency Program Directors Regarding Virtual Interviews, 2021

- 1) PRIOR TO the Academic Year 2020-2021 (AY21) recruiting season, did your program offer virtual interviews?
  - a. No
  - b. Yes, we did some interviews virtually
  - c. Yes, we did all interviews virtually
- 2) For AY 2021, which of the following best describes your program's interviews?
  - a. We performed all interviews in person
  - b. We performed all interviews virtually
  - c. We performed in person or virtual interviews based on applicants' preference
  - d. We offered in person interviews only for students rotating with us and virtually for all other applicants
  - e. Other
- 3) How did the number of applicants your program interviewed in AY21 differ from to previous years?
  - a. Increased
  - b. Remained approximately the same
  - c. Decreased
- 4) How did your program's recruiting costs for AY21 differ from previous years:
  - a. Increased
  - b. Remain approximately the same
  - c. Decrease
- 5) In preparing for the AY21 recruiting season, were you concerned that virtual interviews would magnify implicit bias against underrepresented minorities (URM) in medicine compared to in-person interviews.
  - a. Yes
  - b. No
- 6) Were you satisfied with your match results for the PGY1 class who will matriculate in July 2021?
  - o Yes
  - o No
- 7) As a program director, please rate your level of agreement for the following statements: (strongly disagree, disagree, agree, strongly agree)
  - a. I was able to communicate my program's culture, values and mission to applicants through the program website, recruitment videos, virtual meet and greets, etc.
  - b. I was able to involve residents in the AY21 recruiting process to the same degree as previous years.
  - c. Compared to virtual interviews, in-person interviews allow for a more comprehensive understanding of the applicant's alignment with my program's culture, values and mission.

- d. Having experienced virtual interviews, I am concerned that they magnify implicit bias compared to in-person interviews.
  - e. The limited ability to observe non-verbal behaviors of applicants in virtual interviews reduced the accuracy of my applicant assessments.
  - f. Virtual interviewing allowed me to interview a more geographically diverse applicant pool.
  - g. Compared to prior years, the AY21 recruiting season decreased the administrative burden on me.
  - h. Virtual interviewing allowed interviewers who were not previously involved in the process to participate (e.g. community members, faculty members practicing offsite, patients, program graduates, etc).
- 8) When in-person interviews are allowed, which of the following best reflects your anticipated interview plan:
- a. In-person only
  - b. Virtual only
  - c. Both virtual and in-person interviews without a second look
  - d. Virtual only interviews with an in-person second look
  - e. Both virtual and in-person interviews with an in-person second look
- 9) (If yes), How much of a factor is your program's cost of recruiting in your decision to offer virtual interviews?
- a. Cost to my program is the major reason we will offer virtual interviews
  - b. Cost to my program is a large factor to our choice to offer virtual interviews
  - c. Cost to my program is a minor factor to our choice to offer virtual interviews
  - d. Cost to my program does not influence our choice to offer virtual interviews
- 10) Prior to next recruiting season, what action will your program \*most likely\* take to reduce implicit bias against URM in interviews?
- a. None
  - b. We will perform general training about implicit bias against URM for the entire program
  - c. We will perform specific training for interviewers about the role of implicit bias in interviewing
- 11) Based on your experience with virtual interview in AY21, please rate your level of agreement for the following statements: (strongly disagree, disagree, agree, strongly agree)
- a. I plan to offer more virtual social events for recruiting in future years
  - b. I plan to make major changes to the way that I help applicants to understand my program's culture, values and mission in future virtual interviews
  - c. I plan to increase the geographical diversity of the pool to whom I offer virtual interviews in future years

Demographic Questions:

- 1) Please describe the status of the residency program you direct:
  - a. My program does not yet have a resident class
  - b. My program has not yet had three resident classes
  - c. My program has had three or more resident classes
- 2) Please describe the type of residency program you direct:
  - a. University-Based

- b. Community-Based, University-Affiliated
  - c. Community-Based, Non-Affiliated
  - d. Military
  - e. Other (please specify)
- 3) In what state is your residency program located? (This information will be aggregated into regions before data is disseminated.)
- 4) What is the approximate size of the community in which your program is located?
- a. Less than 30,000
  - b. 30,000 to 74,999
  - c. 75,000 to 149,000
  - d. 150,000 to 499,999
  - e. 500,000 to 1 million
  - f. More than 1 million
- 5) What proportion of the current residents in your program are graduates of non-U.S. medical schools?
- a. 0-24%
  - b. 25-49%
  - c. 50-74%
  - d. 75-100%
  - e. Don't know
- 6) How long have you been in your current Program Director role?
- 7) What is your gender?
- a. Female
  - b. Male
  - c. Other
  - d. Choose not to Disclose
- 8) What percentage of your current residents identify as Underrepresented Minorities in Medicine (URMM) — Black, Latinx (Mexican-American, mainland Puerto Ricans), and/or Native American (American Indian, Alaska Native, and Native Hawaiian)?
- a. 0%
  - b. <5%
  - c. 6-10%
  - d. 11-20%
  - e. 21-30%
  - f. 31-50%
  - g. >50%
- 9) What percentage of your current faculty identify as Underrepresented Minorities in Medicine (URMM) — Black, Latinx (Mexican-American, mainland Puerto Ricans), and/or Native American (American Indian, Alaska Native, and Native Hawaiian)?
- a. 0%
  - b. <5%
  - c. 6-10%
  - d. 11-20%
  - e. 21-30%
  - f. 31-50%
  - g. >50%

10) How do you identify yourself (ethnicity)?

- a. Hispanic/Latino
- b. Non- Hispanic/Latino

11) How do you identify yourself (race)?

- a. American Indian or Alaska Native
- b. Asian
- c. Black or African-American
- d. Native Hawaiian or Pacific Islander
- e. White
- f. Choose not to Disclose