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.
Having experienced virtual interviews, I am concerned that they magnify implicit bias compared to in-person interviews.

The limited ability to observe non-verbal behaviors of applicants in virtual interviews reduced the accuracy of my applicant assessments.

Virtual interviewing allowed me to interview a more geographically diverse applicant pool.

Compared to prior years, the AY21 recruiting season decreased the administrative burden on me.

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