

## Appendix Box 1. Interviewer survey

### Part 1: Effectiveness

Please rate your level of agreement with the statements below regarding the comfort and effectiveness of the virtual interviews in the following categories: (Likert scale: Not effective at all, Slightly effective, Moderately effective, Very effective, Extremely effective)

1. Establishing a safe and comfortable interview setting.
2. Connecting with the candidate (make small talk, find common ground).
3. Evaluating applicant traits (clinical skills, knowledge, character) via formal interview.
4. Evaluating applicant traits via observation of their informal interactions.
5. Communicating program culture.
6. Answering applicant questions.

Rate your agreement with the following statements regarding virtual tours/information about our social and physical environment: (select N/A if you were not able to see the material or participate. Likert scale: Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree)

1. The virtual tour of the hospital and clinics gave the interviewee a fair representation of the work environment.
2. The virtual social activities and/or videos provided an adequate opportunity for applicants to meet a sample of our trainees and learn about the social environment of our program.

Please share your comments, if any, regarding the effectiveness of the virtual interview day and informational materials:

### Part 2: Equity

*Please help us assess the equity of the virtual interview process by answering the questions below:*

Your Age

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55+

Race/Ethnicity (select all that apply)

- Black
- Native American (American Indian or Alaska Native)
- Pacific Islander (including Native Hawaiian)
- Latinx
- Asian
- White

- Please enter how you identify if not represented above: \_\_\_\_\_

Gender identity (select all that apply)

- Transgender
- Nonbinary
- Female
- Male
- Please enter how you identify if not represented above: \_\_\_\_\_
- Prefer not to answer

Location you interviewed from:

- Urban
- Suburban
- Rural

What significant personal barriers did you face with participation in the virtual interview format as opposed to in-person interviews? (select all that apply)

- Obtaining access to equipment or software
- Technological issues (Please briefly describe):\_\_
- Reliable access to internet
- Access to an appropriate interview setting
- Time zone differences
- Increased stress/anxiety with virtual vs. in-person format
- Caregiving duties
- Challenges related to pregnancy or breastfeeding
- Sensory impairment (e.g. visual, auditory)
- Mental or emotional condition
- Other (please describe): \_\_

What were significant personal advantages of the virtual interview format as opposed to having an in-person interview? (select all that apply)

- Time efficiency
- Cost savings
- Reduced burden of travel in setting of pregnancy or breastfeeding
- Reduced burden of obtaining child/dependent care
- Reduced stress/anxiety with virtual vs in-person format
- Reduced carbon footprint
- Less burdensome to schedule
- Reduced burden in the setting of a mobility impairment
- Reduced burden related to mental or emotional condition
- Reduced burden related to a sensory impairment (e.g. visual, auditory)
- Other (please describe): \_\_

If you would like to further describe personal barriers or advantages to the virtual interview format please do so below: \_\_

Part 3: Overall Experience

Imagine that travel is no longer restricted due to COVID19. In this case which of the following scenarios do you think would be best? [Choose one]

- Interviews continue to be held entirely virtually.
- Applicants have the option to interview virtually or face to face
- Two stages: Interviews are conducted virtually with programs having the option of inviting a subset of applicants for subsequent face to face visits.
- All interviews are conducted face to face

If you would like to further elaborate on your answer or suggest an alternative above please do so below:\_\_\_\_

What suggestions do you have for improving our virtual interview process?