Supplemental Digital Appendix 1

Post-Virtual Interview Survey for Applicants to the Donald and Vera Blinken FlexMed Program at the Icahn School of Medicine at Mount Sinai, April-May 2020

For Applicants

Technical Experience:
1. Aside from your virtual FlexMed interview, have you participated in a virtual interview in the last 6 months? Yes/No
   a. If yes, how did this experience compare to that? Better, Same, Worse
      Specifically how? (free response)

2. Did you experience technical difficulties with the virtual interview day (i.e. WiFi, audio/visual interruptions, etc.)? Yes/No
   a. If yes, in how many interviews did you experience technical difficulties? ___ (number)
   b. What technical difficulties did you experience? (Free response)

3. It was hard to access a quiet space to participate in the virtual interview day?
   Strongly Disagree   Disagree   Neither Agree nor Disagree   Agree Strongly   Agree

4. I had no trouble accessing reliable WiFi to participate in the virtual interview day.
   Strongly Disagree   Disagree   Neither Agree nor Disagree   Agree Strongly   Agree

Interviewers:
5. My interviewers clearly knew the information in my file.
   Strongly Disagree   Disagree   Neither Agree nor Disagree   Agree Strongly   Agree
6. My interviewers were friendly.

   Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

7. My interviewers were non-threatening.

   Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

8. My interviewers did not ask inappropriate or discriminatory questions.

   Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

**Interview day:**

9. I was able to accurately represent myself in my virtual interviews.

   Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

10. I could adequately establish rapport with my interviewers through virtual means.

   Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

11. The virtual interview day was organized.

   Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

12. I felt limited in my ability to learn about Sinai through the virtual interview day.

   Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

13. I was able to ask all of the questions I had by the end of the virtual interview day.

   Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

14. I would have liked more time to interact with ________:

   1. Dr. Parkas (Senior Associate Dean of Admissions and Recruitment)

      Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree

   2. Jackie Chudow (Assistant Director of Admissions and Recruitment)

      Strongly Disagree    Disagree    Neither Agree nor Disagree    Agree Strongly    Agree
3. My interviewers

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<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
<th>Agree</th>
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4. My first-year students

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<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
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5. My third-year student

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<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
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6. My meet and greet session with the affinity groups and Dr. Ann-Gel Palermo (Associate Dean for Diversity and Inclusion in Biomedical Education)

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<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
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15. I was able to get a sense of the student body at Sinai.

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<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
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16. An in-person, on site visit to Sinai would still be necessary for me to make a decision about attending Sinai.

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<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
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17. The virtual interview day met my expectations.

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<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
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**Resource Requirements for Participating in Interview Day**

18. I saved time in participating in a virtual interview day as compared to an in-person interview day.

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<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
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19. I saved money in participating in a virtual interview day as compared to an in-person interview day.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree Strongly</th>
<th>Agree</th>
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</table>
20. I was able to balance current school responsibilities more easily with the virtual interview day compared to a traditional in-person interview day.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

Overall Impression
21. The virtual interview day was a positive experience for me.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

22. I felt more confident during the virtual interview than I would have been in a face-to-face interview.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

23. I would have preferred an in-person interview.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

24. I could envision being a student at Sinai after my interview day experience.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

25. What was/were the biggest advantage(s) for you in participating in the virtual interview day? [Short text]

26. What was/were the biggest disadvantage(s) for you in participating in the virtual interview day? [Short text]

27. Is there anything else you would like to share about your virtual interview experience? [Short text]
Supplemental Digital Appendix 2
Post-Virtual Interview Survey for Interviewers Serving on the Admissions Committee for the Donald and Vera Blinken FlexMed Program at the Icahn School of Medicine at Mount Sinai, April-May 2020

For Interviewers

**Technical Experience**
1. Have you completed in-person MD Program admissions interviews for Mount Sinai before? Yes/No
2. Have you participated in in-person MD Program admissions committee meetings before? Yes/No
3. Have you completed virtual interviews (in any capacity) before? Yes/No
   a. Aside from FlexMed interview, how many people have you interviewed virtually? ___ (number)
4. Did you experience technical difficulties with virtual interviews? Yes/No
   a. If so, in how many interviews did you experience technical difficulties? ___ (number)
   b. What technical difficulties did you experience? (free text)
5. Did you experience technical difficulties with online admissions committee meetings? Yes/No
   a. If so, in how many committee meetings did you experience technical difficulties? ___ (number)
   b. What technical difficulties did you experience? (free text)
6. It was hard to get a quiet space to participate in interviews and committee meetings.

   Strongly Disagree   Disagree   Neither Agree nor Disagree   Agree Strongly   Agree

7. I had no trouble accessing reliable Wi-Fi to participate in interviews and committee meetings.

   Strongly Disagree   Disagree   Neither Agree nor Disagree   Agree Strongly   Agree

**Evaluating Students Based on the Virtual Interview Experience**
8. I could adequately assess the personal attributes of applicants.

   Strongly Disagree   Disagree   Neither Agree nor Disagree   Agree Strongly   Agree

9. I could adequately assess the verbal communication skills of applicants.

   Strongly Disagree   Disagree   Neither Agree nor Disagree   Agree Strongly   Agree

10. I could adequately assess the non-verbal communication skills of applicants.
11. I could adequately establish rapport with applicants.
   Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

12. I could adequately assess how genuine applicants were.
   Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

13. I gained a full picture of the applicants.
   Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

14. I asked different questions than I would have asked in a face-to-face interview.
   Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

15. Interviewing over video conference was more helpful than a phone interview would have been.
   Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

16. I would consider using a virtual interview as a sole means of interviewing applicants.
   Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

**Discussing Students in the Admissions Committee Meetings**

17. I felt confident talking about the applicant in admissions committee meetings based on what I learned from the interview.
   Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

18. I would feel more comfortable ranking and discussing applicants after a traditional in-person interview day.
   Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

19. Do you see virtual committee meetings as an alternative to in-person admissions committee meetings? Yes/No
   Why?
Comparing the Virtual Interview Experience to the Traditional Interview Experience

20. Applicants I interviewed were able to learn about the institution through our interview.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

21. The virtual interview day due to COVID-19 compromised this interview experience for me.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

22. Virtual interview days should replace traditional in-person medical school interviews.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

23. Virtual interview days should be an option in medical school interviews.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree Strongly  Agree

24. Is there anything else you would like to share about your virtual interview experience? [Short text]