

Appendix 2. Themes of Open-Ended Responses

1. In response to the COVID pandemic, what was your program's policy as it related to hosting visiting students for away rotations?
<i>A. My program limited visiting students with stipulations. If applicable, what were these stipulations?</i>
• students without home anesthesiology programs (n=3) • students from programs in adjoining states (n=1) • closed from 3/2020 to 10/2020 (n=1)
2. Compared to previous years, did the number of candidates invited to interview at your program change during the 2020-2021 virtual interview season? Why?
3. Compared to previous years, did the number of interview days offered by your program change during the 2020-2021 virtual interview season? Why?
<i>A. We invited more candidates; we offered more interview dates</i>
• more applicants without sincere interest in program (n=4) • uncertainty over new recruitment dynamics (n=1) • fear of overlooking well-qualified applicants (n=1)
<i>B. We invited the same number of candidates; we offered the same number of interview dates</i>
• already interviewed many applicants in previous years (n=2) • time limitations (n=2) • still able to gauge sincere interest (n=1)
<i>C. We invited more candidates; we offered the same number of interview dates</i>
• uncertainty over new recruitment dynamics (n=3) • virtual allowed for more candidates per day (n=1) • concern over lack of sincere interest in program (n=1) • fear of overlooking well-qualified applicants (n=1)
4. Do you believe that virtual interviews limit your program's ability to properly gauge an applicant? Why or why not?
<i>A. Yes</i>
• Unable to observe social cues and interactions (n=4) • Hard to get to know applicants (n=3)
<i>B. No</i>
• Attributes of a great candidate can still be vetted virtually (n=2) • Was still able to get to know applicants well (n=1)
5. Did your program provide any of the following pre-interview virtual offerings to applicants during the 2020-2021 application cycle? Select all that apply.
<i>A. Other</i>
• ASA resident Q&A session (n=2)

6. If applicants were offered both in-person and virtual interviews as options in future application cycles, do you believe applicants would be assessed similarly or differently across these modalities? Please explain.
A. Similarly; applicants would be assessed similarly regardless of an in-person vs. virtual interview
- Same criteria or scoring metrics used in virtual and in-person interviews (n=2) - Previous success with virtual interviews (n=1)
B. Differently; applicants would be assessed differently if their interview was in-person versus virtual
Advantage or higher perceived interest of in-person applicants (n=4)

7. Why did you offer these pre-interview virtual opportunities? Select all that apply.
A. To provide information about our program to applicants (n=27)
B. To get to know applicants (n=11)
C. To facilitate resident and applicant interaction (n=17)
D. To gauge applicant interest in our program (n=8)
E. To determine applicant fit for our program (n=3)
F. Other (n=0)

8. Why were these pre-interview virtual opportunities a success? Select all that apply. Note: Virtual opportunities refers to those related to applicant recruitment, not virtual interviews.
A. Allowed for meaningful interactions with applicants (n=17)
B. Reduced barriers for interaction (n=11)
C. Reached a large number of applicants (n=15)
D. Other (n=4)
- Feedback from applicants (n=1) - We matched well (n=1) - We reached more applicants of color (n=1) - Allowed us to show our culture (n=1)

9. Why did you develop [social media] account(s) in 2020? Select all that apply.
A. In response to the COVID-19 pandemic (n=4)
B. To enhance engagement with applicants (n=14)
C. To advertise virtual offerings to applicants (n=9)
D. To promote our residency program and/or department/division (n=15)
E. Other
This was already our plan pre-COVID (n=1)

10. Please rank the following social media platforms in terms of their effectiveness for engaging with applicants. (1 = Most effective, 3 = Least effective)			
	1, Most Effective	2	3, Least Effective
Instagram	10	4	1
Twitter	5	8	3
Facebook	2	2	9
Other	0	0	1, Doximity