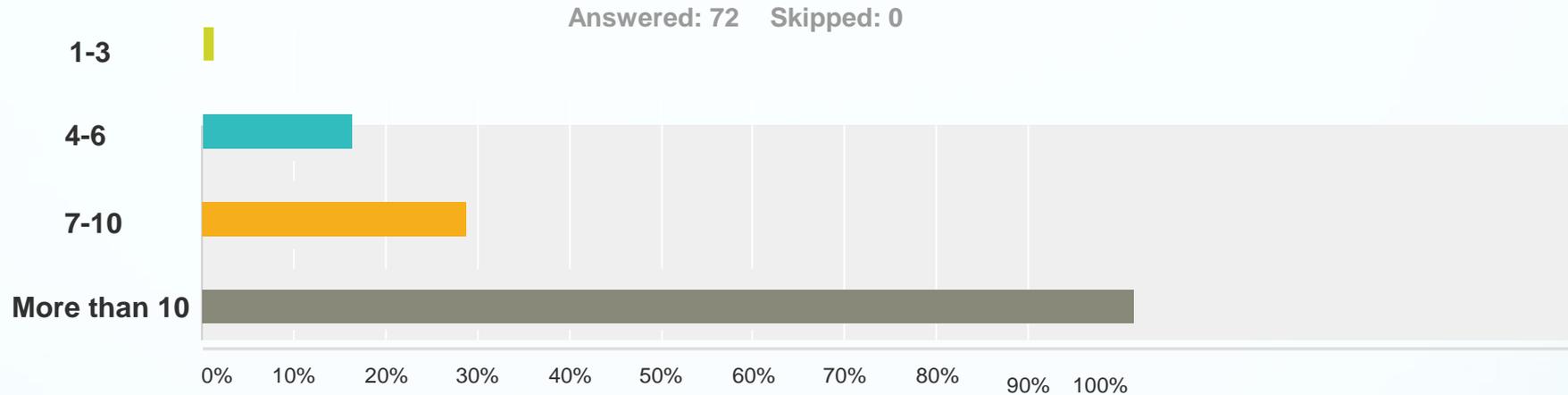


# The Cost of Interviewing

Application Expenses (40 programs)			
NRMF		75.00	* = Lodged with Family/Friends
ERAS		635.00	** = Program paid
AAMC		60.00	
			\$ 790.00
Offered, Unable to Accept			
Virginia Commonwealth	12/19-2/11	Richmond, VA	
University of Nebraska	2/16-2/17	Omaha, NE	
Montefiore Medical Cent.	3/9-3/10	New York, NY	
UCSD	3/9-3/12	San Diego, CA	
Cochner	3/10-3/11	New Orleans, LA	
University of Iowa	3/22-3/23	Iowa City, IA	
Loma Linda Medical Cent.	4/5-4/8	Loma Linda, CA	
Programs/Institutions			
University of Chicago	Feb 3-5	Chicago, IL	
Airfare		257.86	
Ride share/Taxi		31.16	
Hotel accommodations*		0.00	
Gas/Parking		72.00	
Incidentals/Meals		37.96	
			\$ 398.98
Univ. of Texas Southwestern	Feb 10-11	Dallas, TX	
Airfare		300.38	
Ride share/Taxi		10.07	
Hotel accommodations**		0.00	
Gas/Parking		28.00	
Incidentals/Meals		12.10	
			\$ 350.55
Loyola University Medical Cen	Feb 21-23	Maywood, IL	
Airfare		237.68	
Ride share/Taxi		0.00	
Hotel accommodations*		0.00	
Gas/Parking		0.00	
Incidentals/Meals		0.00	
			\$ 237.68
Northwestern University	Feb 24- Feb	Chicago, IL	
Airfare		0.00	
Ride share/Taxi		133.04	
Hotel accommodations*		0.00	
Gas/Parking		70.00	
Incidentals/Meals		193.63	
			\$ 396.67
Penn State University	Feb 28-	McHershey, PA	
Airfare		293.60	
Ride share/Taxi		133.04	
Hotel accommodations		267.51	
Gas/Parking		32.00	
Incidentals/Meals		58.10	
			\$ 784.25
University of Colorado	Mar 5-7	Aurora, CO	
Airfare		417.70	
Ride share/Taxi		30.70	
Hotel accommodations*		0.00	
Gas/Parking		88.05	
Incidentals/Meals		33.58	
			\$ 570.03
Emory University	Mar 9-10	Atlanta, GA	
Airfare		656.00	
Ride share/Taxi		83.80	
Hotel accommodations*		0.00	
Gas/Parking		23.62	
Incidentals/Meals		70.94	
			\$ 835.24
Rush University Medical Cent	Mar 17-19	Chicago, IL	
Airfare		277.68	
Ride share/Taxi		38.47	
Hotel accommodation*		0.00	
Gas/Parking		67.68	
Incidentals/Meals		75.32	
			\$ 457.15
University of Louisville	Mar 24-26	Louisville, KY	
Airfare		121.38	
Ride share/Taxi		0.00	
Hotel accommodations*		0.00	
Gas/Parking		74.62	
Incidentals/Meals		14.95	
			\$ 210.95
Ohio State University	Mar 29-30	Columbus, OH	
Airfare		168.10	
Ride share/Taxi		21.43	
Hotel accommodation**		0.00	
Gas/Parking		191.19	
Incidentals/Meals		112.84	
			\$ 493.56
Univ. of Pittsburgh Medical C	Mar 31 - Ap	Pittsburgh, PA	
Airfare		306.89	
Ride share/Taxi		102.25	
Hotel accommodations		122.16	
Gas/Parking		44.41	
Incidentals/Meals		92.30	
			\$ 668.01
Mass. General Hospital	Apr 5-6	Boston, MA	
Airfare		350.88	
Ride share/Taxi		30.20	
Hotel accommodations		290.00	
Gas/Parking		55.04	
Incidentals/Meals		148.12	
			\$ 874.24
University of Florida	Apr 12 - 14	Gainesville, FL	
Airfare		359.07	
Ride share/Taxi		146.62	
Hotel accommodations		162.46	
Gas/Parking		44.54	
Incidentals/Meals		92.13	
			\$ 807.82
Stanford University	Apr 14 - 15	Palo Alto, CA	
Airfare		339.84	
Ride share/Taxi		65.53	
Hotel accommodation*,**		0.00	
Gas/Parking		0.00	
Incidentals/Meals		26.97	
			\$ 432.34
University of Michigan	Apr 21 - 23	Ann Arbor, MI	
Airfare		303.00	
Ride share/Taxi		31.44	
Hotel accommodations*,**		0.00	
Gas/Parking		66.00	
Incidentals/Meals		171.41	
			\$ 592.73
			\$ 8,900.20

## TSDA Resident Interview Schedule 04.2017

**Q1 Please indicate how many interviews you had during the thoracic surgery residency application process.**

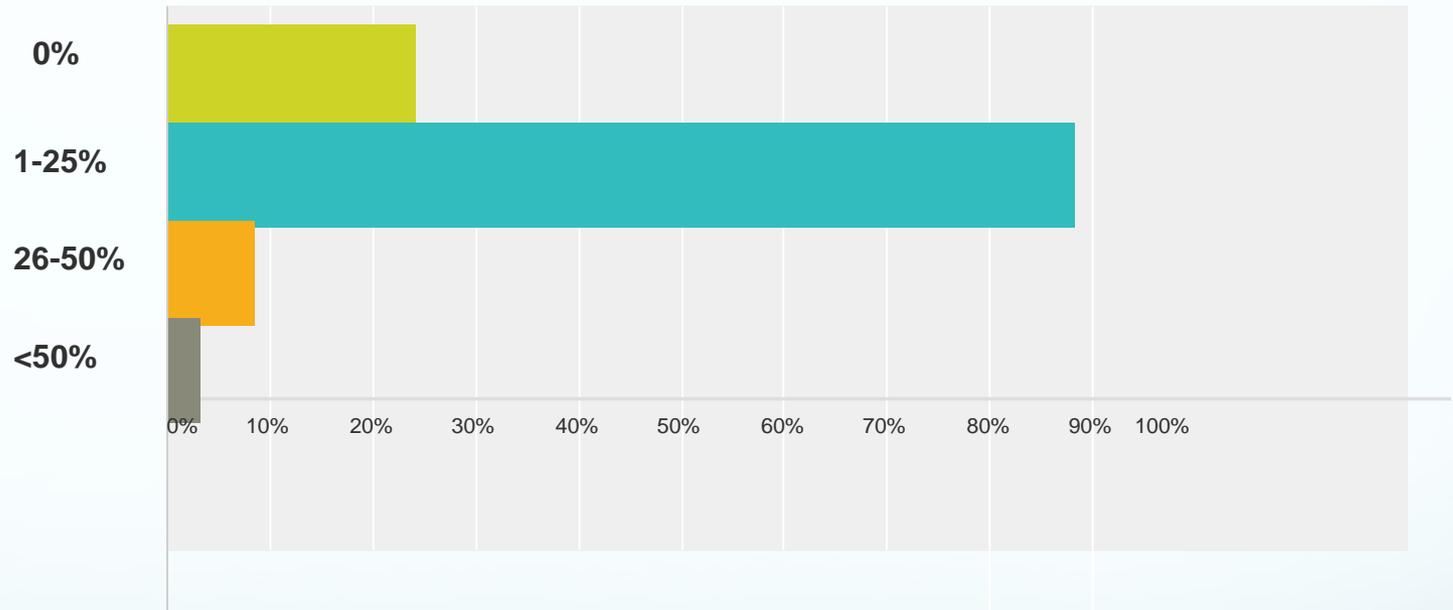


Answer Choices	Responses	
1-3	1.39%	1
4-6	11.11%	8
7-10	19.44%	14
More than 10	68.06%	49
<b>Total</b>		<b>72</b>

# TSDA Resident Interview Schedule 04.2017

**Q2 Please indicate what percentage of related expenses were covered by programs that invited you to interview for a thoracic surgery residency position.**

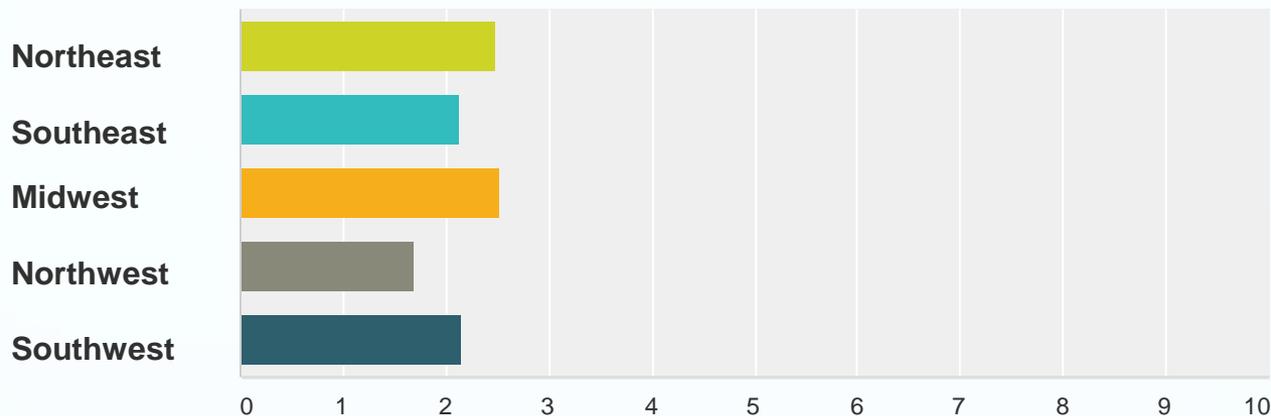
Answered: 72 Skipped: 0



Answer Choices	Responses
0%	19.44% 14
1-25%	70.83% 51
26-50%	6.94% 5
<50%	2.78% 2
<b>Total</b>	<b>72</b>

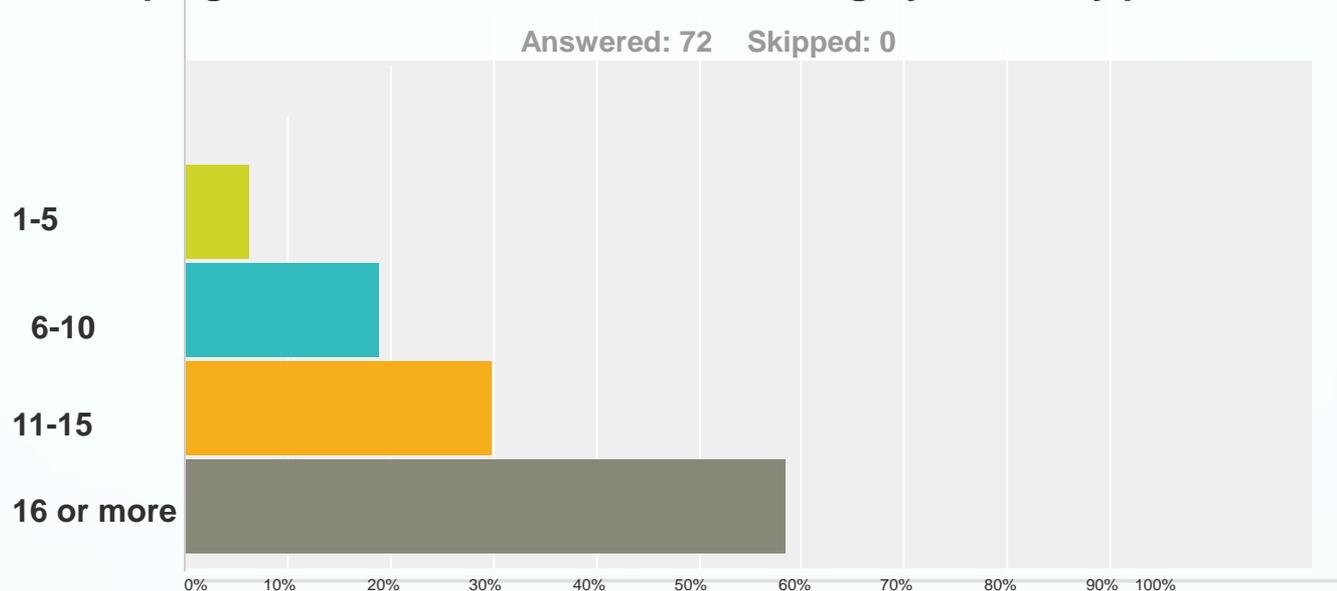
**Q3 Of five regions in the U.S., including Northeast, Southeast, Midwest, Northwest, and Southwest, please indicate how many separate trips you made to each region to interview for a thoracic surgery residency position (e.g., you traveled twice the Northeast for two separate interviews).**

Answered: 72 Skipped: 0



	0	1-2	3-5	6 or more	Total	Weighted Average
Northeast	5.71% 4	40.00% 28	40.00% 28	14.29% 10	70	2.49
Southeast	20.63% 13	46.03% 29	30.16% 19	3.17% 2	63	2.13
Midwest	4.41% 3	38.24% 26	52.94% 36	4.41% 3	68	2.53
Northwest	39.66% 23	51.72% 30	8.62% 5	0.00% 0	58	1.69
Southwest	18.18% 12	50.00% 33	31.82% 21	0.00% 0	66	2.14

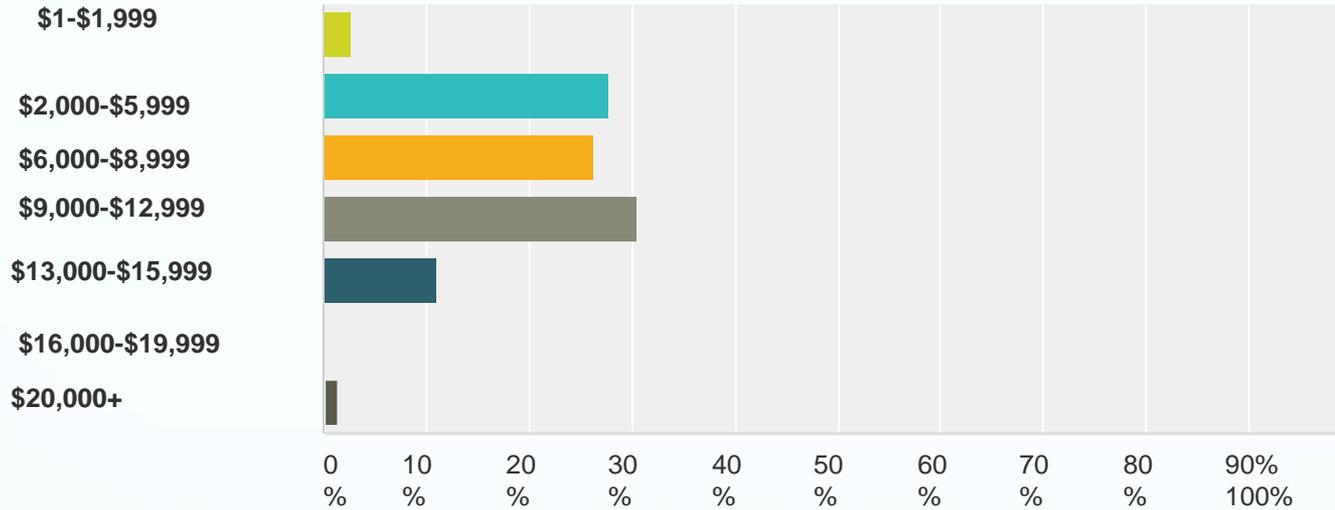
**Q4 Please indicate how many total days you spent traveling to programs to interview for a thoracic surgery residency position.**



Answer Choices	Responses	
1-5	5.56%	4
6-10	16.67%	12
11-15	26.39%	19
16 or more	51.39%	37
<b>Total</b>		<b>72</b>

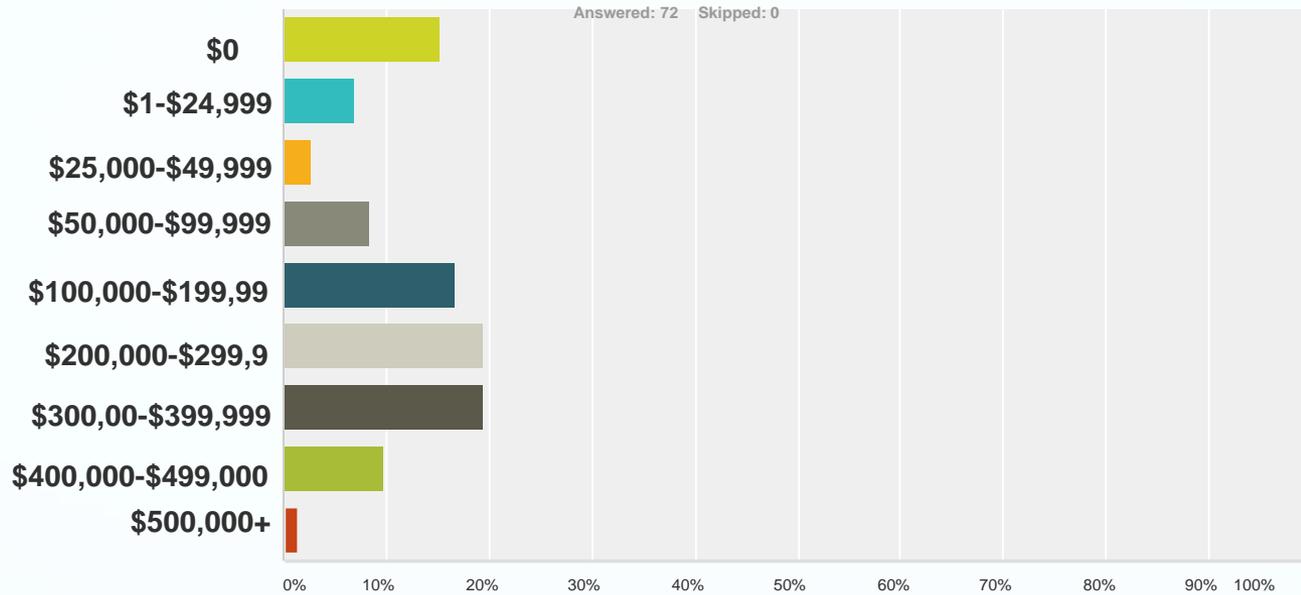
**Q5 Please provide an estimate of your total expenditure during the thoracic surgery residency interview process, including airfare/mileage, lodging, meals, and other related expenses.**

Answered: 72 Skipped: 0



Answer Choices	Responses	
\$1-\$1,999	2.78%	2
\$2,000-\$5,999	27.78%	20
\$6,000-\$8,999	26.39%	19
\$9,000-\$12,999	30.56%	22
\$13,000-\$15,999	11.11%	8
\$16,000-\$19,999	0.00%	0
\$20,000+	1.39%	1
<b>Total</b>		<b>72</b>

**Q6 Please indicate your current level of educational and personal debt.**

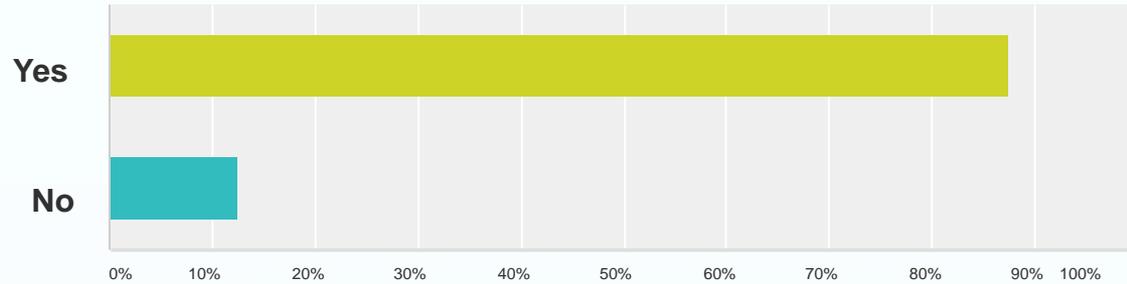


Answer Choices	Responses	
\$0	15.28%	11
\$1-\$24,999	6.94%	5
\$25,000-\$49,999	2.78%	2
\$50,000-\$99,999	8.33%	6
\$100,000-\$199,99	16.67%	12
\$200,000-\$299,999	19.44%	14
\$300,00-\$399,999	19.44%	14
\$400,000-\$499,000	9.72%	7
\$500,000+	1.39%	1
<b>Total</b>		<b>72</b>

TSDA Resident Interview Schedule 04.2017

**Q7 In your opinion, would you have benefitted from a regionalized interview schedule during the thoracic surgery residency interview process? For example, would it have been beneficial if all of your interviews in the same region were held during the same week?**

Answered: 72 Skipped: 0



Answer Choices	Responses	
Yes	87.50%	63
No	12.50%	9
<b>Total</b>		<b>72</b>

**Q8 Additional comments about the thoracic surgery residency interview process are welcome.**

Answered: 25 Skipped: 47

#	Responses	Date
1	I think the main problem lies in interviewing 40-50 people for 1-2 spots. Data could easily be obtained to reduce the amount of interview offers.	4/23/2017 11:37 AM
2	Regionalization would save time and money. Linking it to a major conference would make sense also	4/21/2017 11:44 AM
3	I feel that visiting the prospective program affords candidates to interact with several faculty and residents that may not be able to participate in a regional event. In addition, visiting the campuses allows the candidate to understand and appreciate their prospective future learning environments	4/21/2017 10:25 AM
4	I think regional interviews followed by a second interview at programs that are truly interested in candidates would be the best option.	4/20/2017 3:12 PM
5	Yes, but barely. My strategy was to take 3 days away from general surgery at a time. With this I was able to not take "vacation," as in did not take time away from my general surgery program for total weeks in training.	4/19/2017 8:05 PM
6	Would have LOVED the above option in question 7	4/19/2017 3:12 PM
7	overall very well organized. Most program secretaries are very helpful and accommodating. Thoughts part was missing work days to travel around to interview and expenses ++	4/19/2017 11:46 AM
8	I felt that I would have had the opportunity to complete more interviews if the overall interview schedule was more spread out. Most of the programs seemed to be much later in offering interviews than the general surgery programs. This caused me to have many days in December and January with overlapping interviews. Most programs only had 1 or 2 interview days, so I was frequently forced to choose one program or another simply because both programs only offered interviews on that day. This was very frustrating and I would have appreciated the opportunity to interview at both programs.	4/19/2017 11:43 AM

9	Whether by coincidence or by some orchestration between institutions, all my interviews were spaced out pretty well this year. However a more conscious effort to make it easier for the interviewees wont hurt! Cheers.	4/19/2017 9:17 AM
10	As an extensive participant and leader in interviewing General Surgery applicants, I believe it is of utmost importance to visit the program at its location, meet the people, and tour the hospital/area. I do think it is important that all programs be required to submit their interview dates in a database that is available at the beginning of the interview season to help with scheduling and planning trips. However, I do sincerely ask that the Thoracic Surgery community does not conform to the trend of having a centralized interview process on a limited number of days.	4/19/2017 9:13 AM
11	Important to end interviews by mid-afternoon and make it known accurately to candidates when they can plan to leave. Difficult to get flights out in evenings when interviews run past ~3PM especially if having to fly to a different region the next day.	4/19/2017 6:53 AM
12	I would still have preferred to visit every institution individually.	4/19/2017 6:35 AM
13	The TSDA website ( <a href="http://www.tsda.org/the-tsda/ct-residency-programs/">http://www.tsda.org/the-tsda/ct-residency-programs/</a> ) when I was applying/interviewing in 2015- 2016 was not very helpful. While there were a list of all training programs, it required a lot of individual work to go to each program's website to determine if they were Traditional/4+3/I-6, or some combination of the above. A centralized repository of the information for applicants would be helpful.	4/19/2017 5:30 AM
14	Overall I had an enjoyable experience during the interview tours. I find it very useful to see each program in person and assess the living environment while I am there. I think it is extremely valuable to look at the hospital facility myself and get a feel of the culture of the place. I find it difficult to get time off to travel from my home residency program. It was also difficult to schedule flights given short notices, and one time I missed a flight bc interviews ran late, and I had to wait for the next flight, which caused significant delays to getting back to work.	4/19/2017 5:04 AM
15	The bigger issue may be interviews which overlap. Programs A and B will have same dates with alternate dates which overlap with programs C and D. C's dates overlap with program E. You end up making somewhat arbitrary decisions about which programs to interview at. This saves money, but it's not the most rationale way to end up at a residency program.	4/19/2017 4:30 AM

17	One problem which is almost more challenging than travel expenses is that many interviews are on the same date. It would be nice if programs either scheduled at least 2 interview dates or communicated about what date to hold their interviews.	4/18/2017 6:37 PM
18	I would voice even having all the places interviewed at same place, probably at a national conference where a day could be reserved for this purpose. Similar to how board exams are conducted	4/18/2017 5:35 PM
19	If the interviews were regionalized I would've saved a lot in travel expenses and not have had to take out an additional loan. Over all the interview process was great. Some of the programs have interview dates that over lap and that makes it difficult to attend enough interviews. For the future if the programs would make it so that the interview dates don't overlap that would be convenient for future applicants.	4/18/2017 5:35 PM
20	More financial assistance from programs conducting interviews would be welcome.	4/18/2017 5:07 PM
21	The way Breast surgery does it is very nice (published schedule of days/programs in advance) very few overlapping days. Overall the current situation was not unbearable but could always be improved	4/18/2017 4:57 PM
22	Regionalizing the interviews removes the possibility to visit each location, explore the city for livability and the potential to gain other interviews along the trail as others cancel or additional interview days are added.	4/18/2017 4:56 PM
23	Applying to thoracic surgery decreases the odds of matching to general surgery due to what looks like a bias against the specialty. How can we protect students who want to be thoracic surgeons with so few integrated seats	4/18/2017 4:52 PM
24	It was very disappointing to have to miss certain interviews as a result of overlapping interview dates. It would be extremely beneficial to have programs in the same region attempt to communicate with each other to schedule interviews around the same time without overlapping.	4/18/2017 4:43 PM
25	Would be helpful to have them centralized in a common venue over the course of a few days.	4/18/2017 4:16 PM

# Issues for the residents

- Cost of interviewing
- Time away and complete loss of vacation time
- Coverage
- Interview fatigue

# Issues For Faculty

- Loss of clinical productivity
- Interview fatigue
- Level of engagement
- Value of input
- Lack of experience and training in the process

# Belief in the unstructured interview: The persistence of an illusion

Jason Dana, Robyn Dawes, Nathaniel Peterson

Judgment and Decision Making, Vol. 8, No. 5, September 2013, pp. 512–520

- We assume that F2F interviews result in the best evaluation
- Studies demonstrates that practicing for interviews can improve performance and influence the outcome without being a success in the end
- Personal biases frequently override responses regardless of how guarded we are as interviewers
- Some studies show that no correlation between interview and performance- Texas Medical School expansion
- In order to be effective
  - Interviewers must be trained
  - Questions must be structured and the same for all candidates
  - Question should not be open ended or simply discussion

# Value of F2F Interviews

- See the facilities and the surrounding area
- Meet the people face to face
  - On both sides
  - Support staff
- “Determine Fit”
- Body Language
- Talk to the residents who are there

# What Options Can We Discuss

- Fund all of the residents
- Limit numbers based on rank list history
- Teleconferencing and invite specific people
- Agree to regionalize with specific time periods
- Work together to prevent overlaps
- Continue on with no changes