



Virtual ID Fellowship Interviewing & DEI: A Win for Everyone?



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INTRODUCTION

- Since 2020, ID Fellowship Interviewing has been virtual
- Programs shifted recruitment: new and improved websites, videos, and social media accounts
- There is little to no data on how this impacted number of applications and diversity of applicants
- We describe a single-center virtual ID fellowship interviewing experience at Temple University Hospital in Philadelphia

METHODOLOGY

- We mined ERAS for data from 2018 to 2021
- We extracted total number of applicants, self-reported race/ethnicity of applicants, medical school type (US MD grad, DO grad, non-US grad), self-reported sex and location

RESULTS

- Per NRMP: In 2019, there were 356 total applicants for 401 positions. 81.3% of ID Fellowship positions filled
- Per NRMP In 2021, there were 404 total applicants for 416 positions, 87.7% of ID Fellowship positions filled

- In our program, the total number of ID applicants increased by 24% from 2019 to 2021
- This exceeds what we would expect from the 13% nation-wide increase in applicants above
- We saw an increase in the diversity of our applicants:

- Table 1. We had a notable increase in Black applicants from 2 in 2019 to 13 in 2021

- Figure 1 and 2. We saw an increase in the geographic diversity of our applicants as we drew applicants from 22 states in 2019 and 35 states in 2021

- In 2020, we matched two applicants from geographically distant areas (Colorado and Ohio)
- In 2021 we matched one applicant from a geographically distant area (Mississippi) and 1 Black applicant

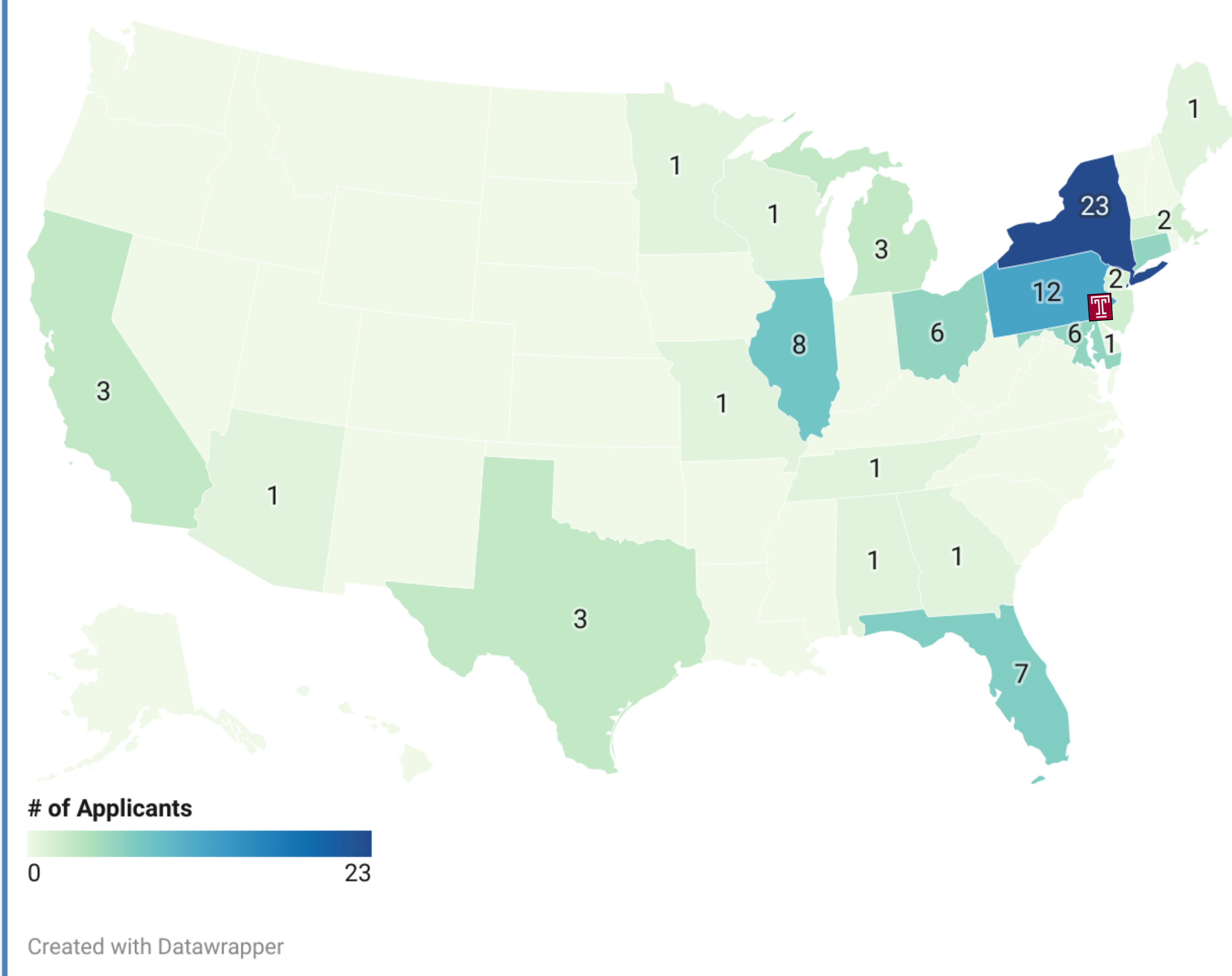
Applicants	2019	2021 Virtual
Total	99	123
Female n (%)	48 (48%)	60 (49%)
Black n (%)	2 (2%)	13 (11%)
Hispanic/Latinx n (%)	18 (18%)	17 (14%)

Table 1: Applicant demographics

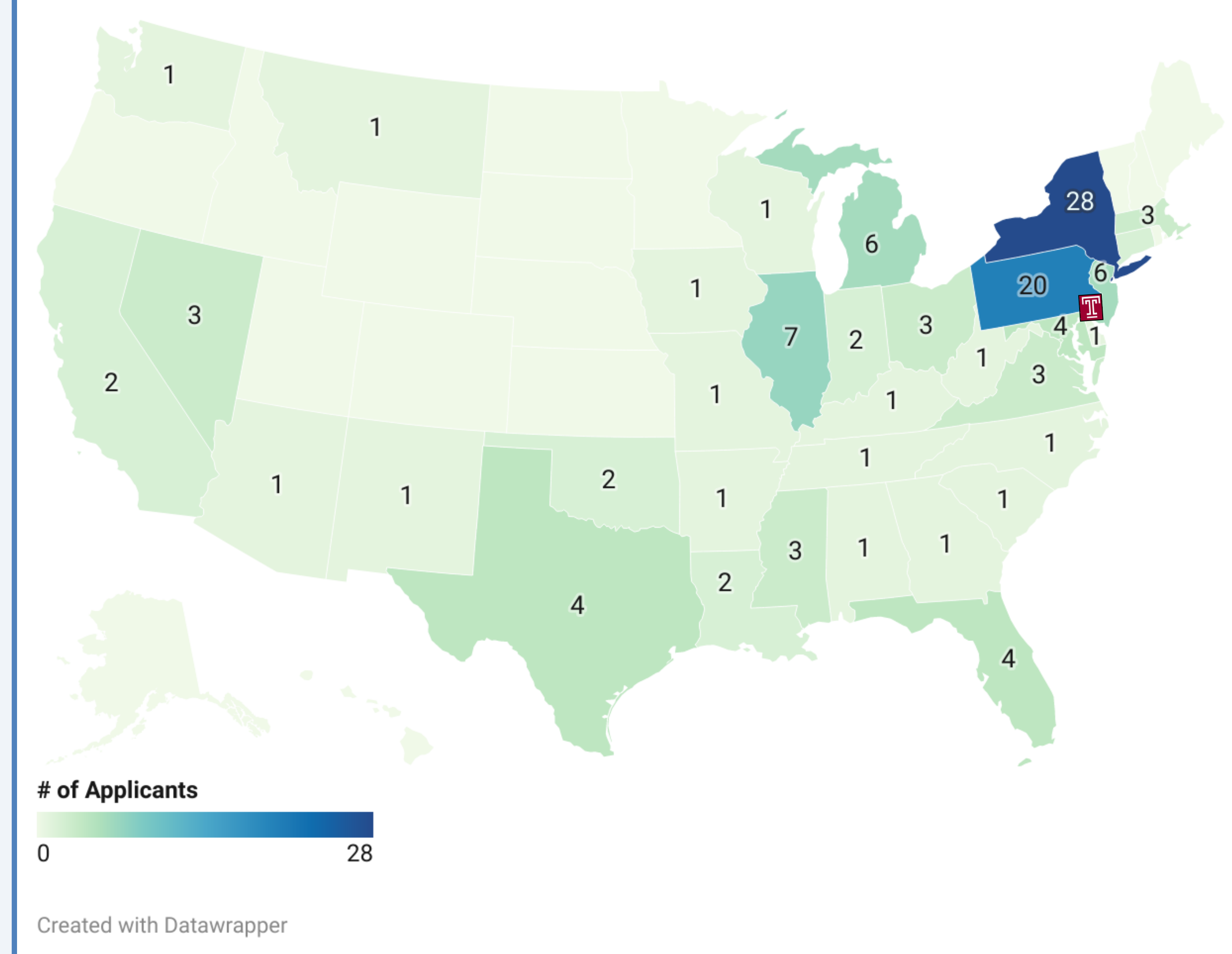
450% increase!

RESULTS

Temple ID Fellowship Applicants 2019



Temple ID Fellowship Applicants 2021 VIRTUAL



Figures 1 and 2. Geographic diversity of ID applicants



CONCLUSION

- Virtual interviewing was advantageous for our ID Fellowship program at Temple
- We saw an increase in applicants including more Black applicants and more geographic diversity
- Finally, we were able to recruit these applicants into matched fellows with website overhaul, social media, and holistic screening
- We successfully increased our complement from 3 to 4 fellows per year from FY 2022 to FY 2023