Supplemental Digital Appendix 1

Questions Posed to Internal Medicine Program Directors in 2013 on Post-Interview Communications with Applicants to Residency Training

1. Does your program have a policy or protocol regarding post-interview communication with applicants? (Yes or No)

2. Does anyone from your program initiate contact with applicants after they interview with your program? (Yes or No)

3. Who initiates the contact with applicants after they interview with your program? Mark all that apply.
   – Program Director
   – Associate Program Director
   – Other faculty interviewer
   – Department chair
   – Resident in the program
   – Alumnus of the program
   – Administrative staff
   – Other

4. How is the contact made? If more than one, please select the most common method.
   – Email
   – Mail
   – Phone or in person
   – Through ERAS
   – Other

5. Do you use specific criteria to determine who you contact or the type of information conveyed?
   – No, we contact all applicants
   – Yes, we use some type of criteria (top %, AOA, etc.), please specify below: (                     )

6. What information is conveyed? Mark all that apply.
   – Thank you only with no indication of general or specific interest in applicant
   – Provide information and/or further program resources to applicant
   – Form letter
   – Respond to applicant questions
   – General interest and thank you
   – Specific statement of ranking or indication of likelihood for matching with program
   – Other, please specify below: (                     )
7. Which of the following statements have been included in post-interview contacts from your program to applicants? Mark all that apply.
   - Told would "fit well" or be "good fit"
   - Told would be "ranked highly"
   - Told would be "ranked to match" or "will match at the program if you want to"
   - Other, please specify below: (                     )

8. What is the intended purpose for conveying interest? Mark all that apply.
   - Express genuine interest in the applicant as a good fit
   - Influence candidate to raise the program on their rank list
   - Confirm for an applicant that the program intends to match them
   - Assist in coordination of complicated matches -- combined programs, couples matches, etc.
   - Other, please specify below: (                     )

9. What is the effect of statements made by applicants to the program director? Mark all that apply.
   - No effect on rank list at all
   - Leads to changing rank order list
   - Assurance that applicant likely to rank program
   - Assists with communication/coordination/advocacy in couples match situations
   - Other, please specify below: (                     )

10. How do you respond to applicants who contact you post-match to state "intent to rank" or level of interest?
    - I do not respond
    - I respond in written communication in general terms
    - I respond in written communication with a specific response to their expressed intent
    - I respond electronically -- generally
    - I respond in electronic communication with a specific response to their expressed intent
    - My response varies based on applicant, our level of interest in applicant
    - Other, please specify below: (                     )

11. How much do you believe the following statements of interest by students after the interview?
    "Rank number one" (Very little, Some, or A lot)
    "One of my top"(Very little, Some, or A lot)
    "Rank highly"(Very little, Some, or A lot)

12. Do you have students who were ranked to match at your program AND communicated to you that they would be ranking your program NUMBER ONE who, after the match, did not end up at your program? (Yes or No)
13. Please mark the extent to which you disagree or agree with the statements below.

   Overall communication with applicants after interviews is helpful to me in selecting and ranking candidates. (Strongly disagree, Disagree, Neutral, Agree, Strongly agree, I do not communicate with applicants post-interview)

   The decision about whether and/or how to communicate with applicants post-interview is stressful. (Strongly disagree, Disagree, Neutral, Agree, Strongly agree, I do not communicate with applicants post-interview)

14. Do you think that programs should have written policies about post-interview communications? (yes or No)

15. Do you think that there should be a guiding set of principles for the Internal Medicine community regarding post-interview communications? (Yes or No)

16. Do you offer second visits or "looks"? (Yes or No)

17. If you offer second visits or "looks," does the second visit affect the applicant's candidacy? (Yes or No)
Supplemental Digital Appendix 2

Questions Posed to Internal Medicine Program Directors in 2015 on Post-Interview Communications with Applicants to Residency Training

1. Are you aware that APDIM has guidelines for post-interview communication? (Yes or No)

2. Does your program have a policy or protocol regarding post-interview communications? (Yes or No)

3. How did you communicate your policy to applicants during interview season? Mark all that apply.
   - Addressed during interview session both verbally and in written fashion
   - Addressed during interview session verbally
   - Written policy placed in recruitment packet or handouts for each applicant
   - Faculty given instructions on guidelines and encouraged to verbally reinforce at interviews with applicants
   - We follow a protocol but follow no formal process for communicating to applicants specifically
   - We did not communicate our policy to applicants
   - Other

4. If you engaged in post-interview communication last year with applicants please identify the reasons why. Mark all that apply.
   - Regional competition for highly desirable applicants
   - National competition for highly desirable applicants
   - Small pool of highly desirable applicants for our specific program(s)
   - Applicants expect to hear from us
   - Disseminate program updates since interview sessions
   - Develop a relationship with the applicant
   - Our program feels this part of our internal culture to communicate (good manners, politeness, desire to communicate)
   - Other
   - We did not engage

5. Rank your agreement with the following statements.

   Post-interview communications positively affect my ability to recruit my target group of applicants. (Strongly disagree, Somewhat disagree, Neutral, Somewhat agree, Strongly agree)

   Post-interview communication with applicants is helpful to me in selecting and ranking applicants. (Strongly disagree, Somewhat disagree, Neutral, Somewhat agree, Strongly agree)

   The decision about whether and/or how to communicate with applicants post-interview is stressful. (Strongly disagree, Somewhat disagree, Neutral, Somewhat agree, Strongly agree)
6. Do you think there should be a guiding set of principles for the Internal Medicine community regarding post-interview communications? (Yes or No)

7. Please indicate your level of agreement with the following statement: ‘I would like for APDIM to take a stronger stance on the interpretation and implementation of the National Resident Matching Program (NRMP) guidelines on post-interview communications. (Strongly disagree, Somewhat disagree, Neutral, Somewhat agree, Strongly agree)

8. I would support the following: (Mark all that apply.)
   - Continue with APDIM Guiding Principles (no change from last year)
   - Creation of an APDIM policy statement to be used at recruitment sessions for students
   - Creation of an APDIM official sign-up program for programs who want to indicate they will comply with APDIM Guiding Principles
   - Regional agreements with other programs about communication
   - Targeted agreements with programs who historically recruit from a very similar group of applicants as I do