

Virtual Interviews Are Not Adequate Replacements for In-Person Interviews for Orthopaedic Sports Medicine Fellowship Program Directors and Applicants



Grace Tanguilig, B.S., Matthew J. Kraeutler, M.D., and Mary K. Mulcahey, M.D.

Purpose: To understand the opinions of both orthopaedic sports medicine fellowship program directors (PDs) and applicants regarding the utility of virtual interviews in comparison to in-person interviews following the 2022-2023 application cycle. **Methods:** An anonymous online survey was distributed through the American Orthopaedic Society for Sports Medicine to applicants and PDs of orthopaedic sports medicine fellowship programs. Questions in the survey included how the virtual format affected the applicants' personal connection to the program, the interview day structure, and costs associated with the interview process. **Results:** Responses were received from 69 of 93 PDs (74%) and 97 of 266 applicants (36%). Ninety-five percent of PDs (59 of 62) preferred in-person interviews, compared to 79% of applicants (70 of 89). Ninety-eight percent of PDs (60 of 61) and 82% of applicants (72 of 88) thought it was important/very important to interview in-person. Sixty-one percent of PDs (35 of 57) and 49% of applicants agreed/strongly agreed that conducting virtual interviews negatively affected their personal connection with the fellowship interviewee/program. The presence of virtual interviews allowed 50% (43 of 86) of applicants to go on more interviews. Thirty-two percent (18 of 57) of fellowship programs saved up to \$5,000 conducting virtual interviews, and 85% (69 of 81) of applicants saved up to \$5,000 on travel expenses by attending virtual interviews. **Conclusions:** Virtual interviews allow fellowship applicants to complete more interviews and presented financial savings for both programs and applicants. However, both PDs and applicants stated that interviewing in-person is essential for applicants to meet faculty and tour the facilities. **Clinical Relevance:** This study may be valuable to fellowship programs considering continued use of virtual interviews.

Orthopaedic surgery is becoming increasingly sub-specialized, with the percentage of fellowship applicants increasing from 76% in 2003 to 90% in 2013.¹ The number of fellowship positions offered over the period from 2010 to 2017 increased across all sub-specialties except spine and trauma.² Over this same period, an average of 92.0% of orthopaedic sports

medicine fellowship applicants matched into a fellowship program, with a mean of 75.8% of programs matching all available positions.³

Based on a survey of fellowship program directors (PDs) published by Baweja et al.,⁴ the quality of the applicant's interview is the top determining factor in an orthopaedic sports medicine fellowship PD ranking an applicant. However, as COVID-19 necessitated remote and virtual work environments, the orthopaedic sports medicine fellowship interview process also became virtual. This posed benefits for applicants, as the transition to virtual interviews reduced the monetary cost of traveling to interviews and the time spent away from residency training, allowing the opportunity to interview with more programs.⁵ However, in the process of virtual interviews, applicants lose the ability to get an in-person feel for a program and the community in which it resides.⁶ Additionally, the previous emphasis on an applicant's interview may instead be redirected toward more objective aspects of their application.⁶

From the Tulane University School of Medicine, New Orleans, Louisiana, U.S.A. (G.T.); Department of Orthopedics, University of Colorado Anschutz Medical Campus, Aurora, Colorado, U.S.A. (M.J.K.); and Department of Orthopaedic Surgery and Rehabilitation, Loyola University Medical Center, Maywood, Illinois, U.S.A. (M.K.M.).

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Address correspondence to Mary K. Mulcahey, M.D., 2160 S. First Ave., Maywood, IL 60153. E-mail: mary.mulcahey.md@gmail.com

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Previous articles have investigated the impact of COVID-19 on the orthopaedic surgery residency and sports medicine fellowship application processes^{7,8} and the perspectives of applicants and PDs following the entirely virtual 2020-2021 fellowship application cycle.⁹ At this point, interviews had not yet returned in person, and both PDs and applicants were in favor of having the option to interview virtually in the future.⁹ The purpose of this study was to understand the opinions of both orthopaedic sports medicine fellowship PDs and applicants regarding the utility of virtual interviews in comparison to in-person interviews following the 2022-2023 application cycle. The authors hypothesized that, due to the return of in-person interviews following the COVID-19 pandemic, both PDs and applicants would prefer in-person over virtual interviews.

Methods

An exemption was obtained from the Tulane University Institutional Review Board (2023-384). An anonymous online survey using SurveyMonkey was distributed through the American Orthopaedic Society for Sports Medicine to applicants and PDs of orthopaedic surgery sports medicine fellowship programs following the 2022-2023 application cycle ([Appendix Tables 1 and 2](#)). The email containing the survey link was sent out during the time period between the rank list due date and Match Day, so that responses were not influenced by Match results. One additional follow-up email was sent after the initial email to encourage participation.

Many items in the surveys were rated on a 5-point Likert scale. Questions in the survey for fellowship applicants included how many virtual and how many in-person interviews they had, whether virtual interviews negatively affected their personal connection with the fellowship program, whether they would rather complete a preliminary virtual interview at a program followed by an in-person interview, and how much money they saved in total travel expenses as a result of the virtual format. PDs were asked if the structure of their interview day changed given the virtual format and whether programs should continue to offer both in-person and virtual interviews. Respondents were not required to answer every question in the survey. Therefore, our results have variable denominators based on the response numbers to each question.

Results

Responses were received from 69 of 93 PDs (74%) and 97 of 266 applicants (36%). Ninety-six percent of applicants (82 of 85) had at least 1 virtual interview this year, and 35% of fellowship programs (21 of 60) offered the virtual format. Ninety-five percent of PDs

(59 of 62) preferred in-person interviews, whereas 79% (70 of 89) applicants preferred in-person interviews. Most PDs and applicants felt that interviewing, meeting faculty members, and touring facilities in-person were important/very important to do in-person, as seen in [Table 1](#). Forty-seven percent (42 of 90) of applicants agreed/strongly agreed that if they interviewed virtually, the virtual interviews resulted in meeting fewer faculty members.

Sixty-one percent of PDs (35 of 57) agreed/strongly agreed that conducting virtual interviews negatively affected their personal connection with the fellowship interviewee, whereas 49% of applicants agreed/strongly agreed that virtual interviews negatively affected their personal connection with the fellowship program. Fifty-six percent of PDs (32 of 57) agreed/strongly agreed that they were concerned that offering the virtual interview would affect the quality of applicant that matches at their program. Ninety-eight percent (56 of 57) of PDs agreed/strongly agreed that the applicant's interview carries significant weight for where they are ranked on the match list. When applicants were asked if virtual interviews would negatively affect their ability to match at their desired programs, only 27% (23 of 84) of applicants agreed/strongly agreed.

PDs who offered the virtual format were asked if the structure of their interview day changed, with the most significant change being more interviewees per interview date ([Fig 1](#)). Eighteen percent of PDs (10 of 57) stated that offering virtual interviews resulted in their respective program interviewing more applicants, whereas the presence of virtual interviews allowed 50% (43 of 86) of applicants to go on more interviews. Fifty-two percent of applicants (44 of 85) stated that the presence of virtual interviews did not cause them to apply to more programs, whereas 35% (30 of 85) stated that they did apply to additional programs.

Thirty-two percent of PDs (18 of 57) agreed/strongly agreed that programs should continue to offer both in-person and virtual interviews. If both in-person and virtual interview opportunities are available for applicants and an applicant chooses a virtual interview over an in-person interview, 47% (27 of 57) of PDs agreed/strongly agreed that this would make the fellowship interviewee look less dedicated to the program. When asked if they would prefer to do a preliminary virtual interview followed by an in-person interview, 9% (5 of 57) of PDs and 25% (21 of 85) of applicants agreed/strongly agreed.

Eighty-four percent of PDs (21 of 25) stated that if their program offered the virtual format, they used Zoom as their interview software/platform. Thirty-two percent of PDs (18 of 57) and 48% of applicants (41 of 85) agreed/strongly agreed that they were worried about computer technical difficulties while conducting

Table 1. Activities Rated as Important/Very Important to Do In-Person by Program Directors (PDs) and Applicants

Characteristic	PDs, n (%)	Applicants, n (%)
Interview	60/61 (98)	72/88 (82)
Meet faculty members	61/62 (98)	75/89 (84)
Tour facilities	53/62 (85)	59/89 (66)

a virtual interview. The costs saved by both PDs and applicants are represented in Figure 2.

Most residency programs did not require applicants to take vacation days to attend virtual and/or in-person interviews, as seen in Figure 3. The number of virtual and in-person interviews attended by applicants this cycle is represented in Figure 4. The remainder of questions asked regarding PD and applicant characteristics can be found in Table 2.

Discussion

The most important finding of this study is that conducting orthopaedic sports medicine fellowship interviews in-person is important to both PDs and applicants, as the majority of both groups felt strongly about the importance of meeting each other and touring facilities in-person.

The current study was based on a previous study conducted following the 2020-2021 orthopaedic sports medicine fellowship application cycle.⁹ At that time, 77% of PDs (30 of 39) and 65% (47 of 72) of applicants stated that they preferred in-person interviews, whereas 15% (6 of 39) of PDs and 29% (21 of 72) of

applicants preferred virtual interviews.⁹ However, at the time of the present study, 95% of PDs (59 of 62) preferred in-person interviews, and 79% of applicants (70 of 89) preferred in-person interviews. The present study’s results may be more indicative of the true reality of the interview process, as PDs have now had time to experience both interview formats, as well as their benefits and disadvantages. For example, the previous study found that 60% of PDs (24 of 40) agreed/strongly agreed that following the COVID-19 pandemic, programs should offer both in-person and virtual interviews.⁹ However, the current study found that only 32% of PDs (18 of 57) still believed programs should continue to offer both in-person and virtual interviews. While respondents were specifically asked about the 2022-2023 cycle, we recognize that responses from PDs may have been influenced by their experiences from prior years. Prior to the COVID-19 pandemic, fellowship interviews were conducted in-person at the institution, ranging from half-day to full-day interviews.¹⁰ In-person interviews provide the opportunity for applicants and faculty to interact and get a better sense of the applicant’s “fit” for the program, as well as allow applicants to tour facilities and the surrounding area in which they would be living for a year.¹¹ Faculty members and program reputation are highly valued by orthopaedic sports medicine fellowship applicants, even more so than the interview process.¹² This is arguably of greater consequence for orthopaedic surgery residency applicants, who will be spending at least 5 years at the institution.

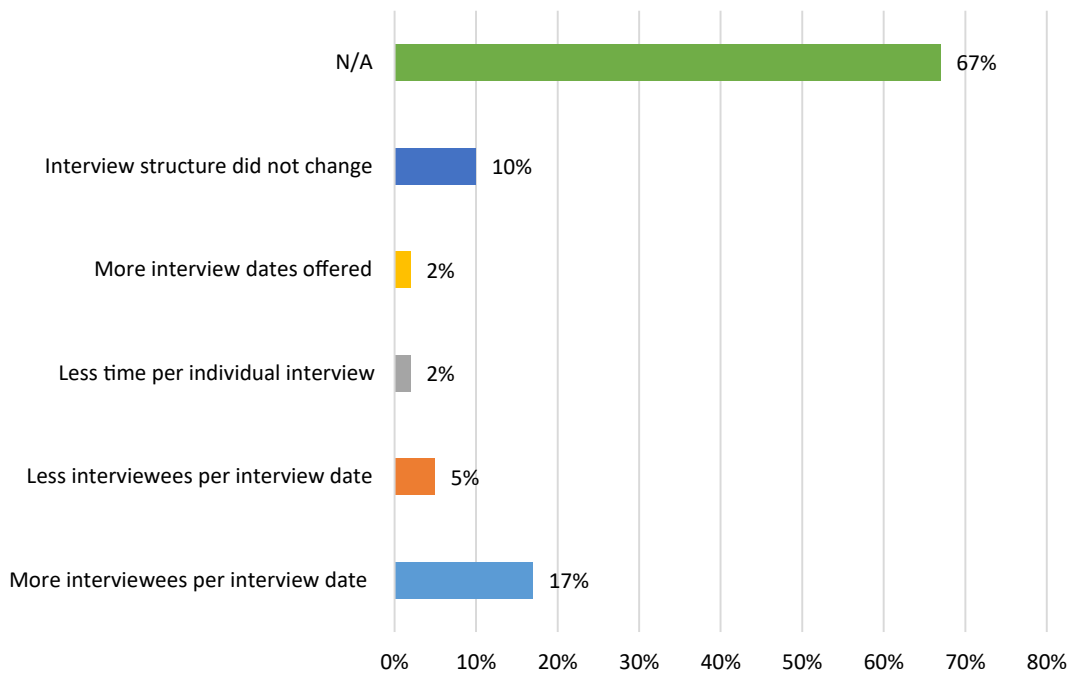


Fig 1. Changes made by sports medicine fellowship programs to their interview process as a result of the virtual interview format.

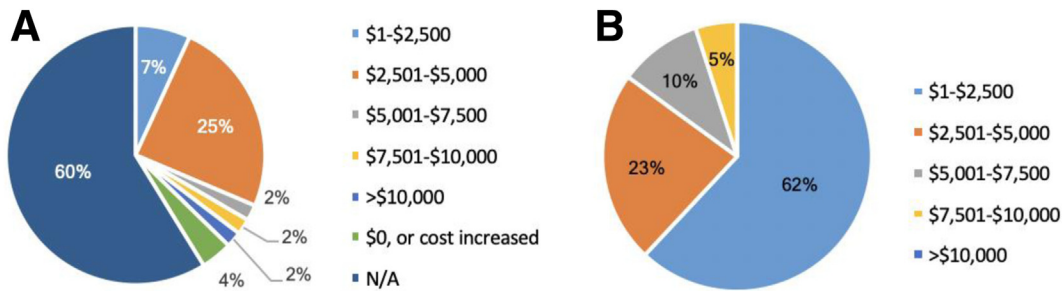


Fig 2. Cost savings by orthopaedic sports medicine fellowship programs (A) and applicants (B) as a result of using virtual interviews.

The return of in-person interviews may have strengthened the negative opinions toward the virtual format. Previously, 58% of PDs agreed/strongly agreed that virtual interviews negatively affected their personal connection with the fellowship interviewee⁹; now 61% of PDs (35 of 57) agreed/strongly agreed with this statement. More dramatically, the percentage of PDs who agreed/strongly agreed that they were concerned that the virtual interview process would affect the quality of applicant who matches at their program increased from 40% following the 2020-2021 cycle to 56% following the 2022-2023 cycle. However, in the current study, PDs were not specifically asked if the virtual interview negatively affected an applicant's chances or rank position. Given the decreased reliance on the applicant's interview, PDs may have placed greater emphasis on applicant letters of recommendation, residency program, publications/research/posters, and personal connections.^{4,8} Many of the top orthopaedic sports medicine fellowship programs frequently match fellows from the same orthopaedic surgery residency programs.¹³ This practice, known as "pipelining," may have been even more prevalent during the virtual interview years. Pipelining may decrease chances for qualified applicants from lesser-known residency programs to match at top fellowship programs, as they are less able to make connections with faculty through the virtual interview format.

In a survey of in-person and virtual breast fellowship interview experiences, sent to in-person interview applicants in 2019-2020 and virtual applicants in 2020-2021, both PDs and applicants experienced significant financial savings through virtual interviews.¹⁴ While virtual and in-person applicants applied to a similar number of programs, virtual applicants were able to complete more interviews, and 73% of applicants felt they were able to get to know the programs well through the virtual format.¹⁴ Surgical fellowship applicants described the virtual format as data deficient, through a loss of subjective feel for the program, reliance on objective data and word of mouth, difficulty distinguishing between different institutions when

ranking, and lack of applicant-to-applicant interactions.¹⁵ Additionally, disorganization of the program's virtual interview day led to a negative perception of the program as a whole.¹⁵ Following the anesthesiology residency interview process at Augusta University, interview type (virtual vs in-person) did not affect the likelihood of an applicant being ranked or matching at the program, suggesting virtual interviews are a viable alternative.¹⁶ In the present study, 98% (56 of 57) of PDs agreed/strongly agreed that the applicant's interview carries significant weight for where they are ranked on the match list. As previously discussed, both applicants and PDs feel the in-person format is best suited to play this major role. However, a study following the anesthesiology residency virtual interview process found that the change in applicant scoring by faculty following virtual interviews did not significantly differ from the change after in-person interviews conducted the year prior.¹⁷ This suggests that faculty members may preserve the ability to get a sense of the applicant through virtual interviews.

There has been speculation regarding offering orthopaedic sports medicine fellowship applicants the option of a virtual or in-person interview format.⁸ However, according to the present survey, 47% of PDs (27 of 57) agreed/strongly agreed that if both in-person and

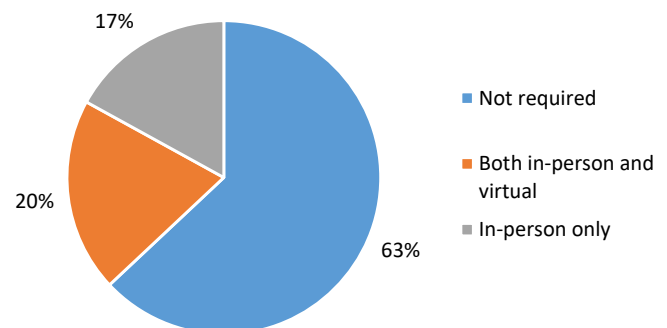


Fig 3. Residents were asked if their residency programs required them to take vacation days for virtual and/or in-person interviews.

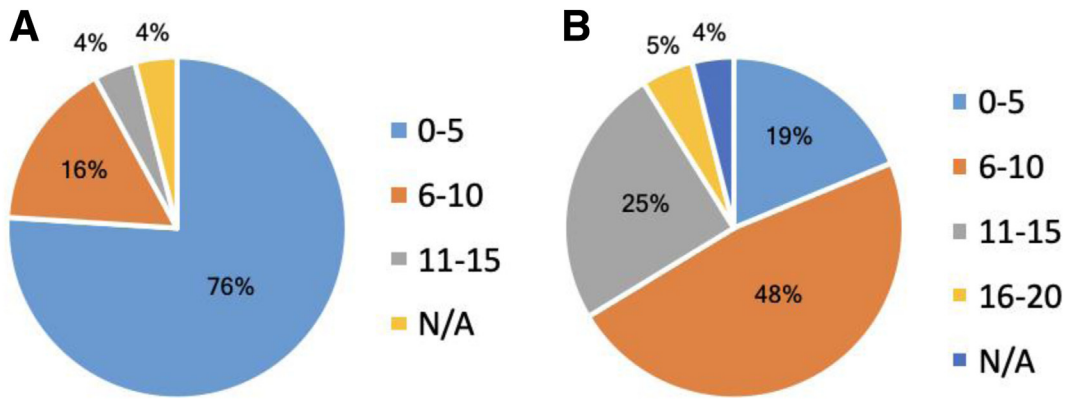


Fig 4. Number of virtual (A) and in-person (B) interviews attended by applicants.

virtual interview opportunities are available for applicants and an applicant chooses a virtual interview over an in-person interview, this would make the fellowship interviewee look less dedicated to the program. This may generate bias toward applicants who are able to complete an in-person interview.¹⁸ Given the significant financial burden on fellowship applicants when traveling for in-person interviews, Oladeji et al.⁵

proposed centralizing interviews around subspecialty national meetings. This solution would improve the time and cost efficiency of the interview process, as well as offer more equal opportunity for those with higher financial restraints.¹¹ This suggestion was posed a few years ago now, but perhaps the return to in-person interviews, along with their costs, will prompt a revisit of this conversation.

Table 2. Characteristics of Program Directors (PDs) and Applicants

	Region of Residency Program			
	Northeast	Midwest	South	West
PDs	10/58 (17.2)	15/58 (25.9)	17/58 (29.3)	16/58 (27.6)
Applicants	23/80 (28.8)	24/80 (30.0)	22/80 (27.5)	11/80 (13.8)

	With Which Gender Do You Most Identify?							
	Male	Female	Transgender Male	Transgender Female	Gender Binary	Nonconforming	Other	Prefer Not to Say
PDs	47/56 (83.9)	7/56 (12.5)	0	0	0	0	0	2/56 (3.6)
Applicants	73/85 (85.9)	9/85 (10.6)	0	0	1/85 (1.2)	0	0	2/85 (2.5)

	Hispanic, Latino, or Spanish Origin?		
	Yes	No	Prefer Not to Say
PDs	1/57 (1.8)	52/57 (91.2)	4/57 (7.0)
Applicants	7/85 (8.2)	78/85 (91.8)	N/A

	How Would You Describe Yourself?						
	White/Caucasian	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Pacific Islander	Other	Prefer Not to Say
PDs	45/56 (80.4)	2/56 (3.6)	0	2/56 (3.6)	0	1/56 (1.8)	6/56 (10.7)
Applicants	70/84 (83.3)	4/84 (4.8)	1/84 (1.2)	11/84 (13.1)	1/84 (1.2)	3/84 (3.6)	N/A

	How Long Have You Been Program Director?				
	0-4 years	5-9 years	10-14 years	15-19 years	>20 years
PDs	24/55 (43.6)	15/55 (27.3)	6/55 (10.9)	5/55 (9.1)	5/55 (9.1)

	How Many Faculty Members (Including Yourself) Are in Your Orthopaedic Surgery Department?						
	1-5	6-10	11-15	16-20	21-25	26-30	>30
PDs	18/57 (31.6)	31/57 (54.5)	6/57 (10.5)	0	0	1/57 (1.8)	1/57 (1.8)

NOTE. Values are presented as number (%).

Limitations

The limitations of this study should be noted. These include a relatively low response rate from applicants and a small sample size of each group. Given the low response rate, the perceptions reflected in this study may not accurately represent the perceptions of all orthopaedic sports medicine fellowship PDs and applicants and cannot be presumed to be the opinions of all in the field. Additionally, not all of the respondents may have actually completed virtual interviews, so it would not be possible for these applicants to compare the virtual vs the in-person interview experience. Specifically, we did not ask applicants if they participated in exclusively virtual or exclusively in-person interviews. PDs were also not asked whether the virtual interview negatively affected an applicant's chances or rank position.

Conclusions

Virtual interviews allow fellowship applicants to complete more interviews and present financial savings for both programs and applicants. However, both PDs and applicants stated that interviewing in-person is essential for applicants to meet faculty and tour the facilities.

Disclosures

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Appendix Table 1. Orthopaedic Sports Medicine Fellowship Applicants' Survey

1. Do you prefer in-person or virtual interviews?

- a. In-person
- b. Virtual
- c. No preference

2. How important is it for you to interview in-person?

- a. Very Important
- b. Important
- c. Neutral
- d. Unimportant
- e. Very Unimportant

3. How important is it that you meet the program's faculty members in-person?

- a. Very Important
- b. Important
- c. Neutral
- d. Unimportant
- e. Very Unimportant

4. How important is it that you tour the program's institution and facilities in-person?

- a. Very Important
- b. Important
- c. Neutral
- d. Unimportant
- e. Very Unimportant

5. If you interviewed virtually, how do you feel about the statement: virtual interviews negatively affected my personal connection with the fellowship program.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree
- f. Did not interview virtually

6. If you interviewed virtually, how do you feel about the statement: virtual interviews resulted in meeting fewer faculty members.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree
- f. Did not interview virtually

For the following questions, please select the response you feel best represents your opinions regarding virtual interviews:

7. I would prefer to do a preliminary virtual interview at a program followed by an in-person interview.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

8. Virtual interviews will negatively affect my ability to match at desired programs.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

9. I was worried about computer technical difficulties during a virtual interview.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

10. If you interviewed virtually, how much money did you save in total travel expenses by not having to attend in-person interviews?

- a. \$1-\$2,500
- b. \$2,501-\$5,000
- c. \$5,001-\$7,500
- d. \$7,501-\$10,000
- e. >\$10,000

11. How many virtual interviews did you attend?

- a. 0-5
- b. 6-10
- c. 11-15
- d. 16-20
- e. 21-25
- f. ≥26
- g. N/A

12. How many in-person interviews did you attend?

- a. 0-5
- b. 6-10
- c. 11-15
- d. 16-20
- e. 21-25
- f. ≥26
- g. N/A

13. Did virtual interviews cause you to apply to more programs?

- a. Yes
- b. No
- c. Maybe

14. Did virtual interviews allow you to go on more interviews?

- a. Yes
- b. No
- c. Maybe
- d. N/A

15. Were you required by your residency program to take vacation days to attend virtual and/or in-person interviews?

- a. Yes—virtual interviews
- b. Yes—in-person interviews
- c. Yes—both virtual and in-person interviews
- d. No

16. In which region of the country is your residency program located?

- a. Northeast—CT, MA, NH, NJ, NY, PA, RI, VT
- b. Midwest—IN, IL, IA, KS, MI, MN, MO, NE, ND, OH, WI
- c. South—AL, AR, DC, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV
- d. West—AZ, CA, CO, HI, NV, NM, OR, UT, WA

17. What is your age?

- a. <25
- b. 26-30
- c. 31-35
- d. 36-40
- e. 41-45
- f. 46-50
- g. >50

18. With which gender do you most identify?
 - a. Male
 - b. Female
 - c. Transgender Male
 - d. Transgender Female
 - e. Gender Binary Non-Conforming
 - f. Other
 - g. Prefer not to say
 19. Are you of Hispanic, Latino, or Spanish origin?
 - a. Yes
 - b. No
 - c. Prefer not to say
 20. How would you describe yourself? (Check all that apply)
 - a. White/Caucasian
 - b. Black or African American
 - c. American Indian or Alaska Native
 - d. Asian
 - e. Native Hawaiian or Pacific Islander
 - f. Other
-

Appendix Table 2. Orthopaedic Sports Medicine Program Directors' Survey

1. Do you prefer in-person or virtual interviews?

 - a. In-person
 - b. Virtual
 - c. No preference
 2. How important is it for you to interview applicants in-person?
 - a. Very Important
 - b. Important
 - c. Neutral
 - d. Unimportant
 - e. Very Unimportant
 3. How important is it that your applicants meet your faculty members in-person?
 - a. Very Important
 - b. Important
 - c. Neutral
 - d. Unimportant
 - e. Very Unimportant
 4. If your program offered the virtual format, did you change the structure of the interview day? Select all that apply.
 - a. More interviewees per interview date
 - b. Less interviewees per interview date
 - c. More time per individual interview
 - d. Less time per individual interview
 - e. More interview dates offered
 - f. Less interview dates offered
 - g. Structure did not change
 - h. N/A
 5. How important is it that your applicants tour your institution and facility?
 - a. Very Important
 - b. Important
 - c. Neutral
 - d. Unimportant
 - e. Very Unimportant
- For the following questions, please select the response you feel best represents your opinions regarding virtual interviews:
6. Conducting virtual interviews negatively affected my personal connection with the fellowship interviewee.
 - a. Strongly Agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly Disagree
 7. Programs should continue to offer both in-person and virtual interviews.
 - a. Strongly Agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly Disagree
 8. I would prefer to do a preliminary virtual interview with an applicant followed by an in-person interview.
 - a. Strongly Agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly Disagree

9. If both in-person and virtual interview opportunities are available for applicants and an applicant chooses a virtual interview over an in-person interview, this would make the fellowship interviewee look less dedicated to the program.
 - a. Strongly Agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly Disagree
 10. The applicant's interview carries significant weight for where they are ranked on the match list.
 - a. Strongly Agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly Disagree
 11. I am concerned that offering the virtual interview will affect the quality of applicant that matches at my program.
 - a. Strongly Agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly Disagree
 12. I was worried about computer technical difficulties while conducting a virtual interview.
 - a. Strongly Agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly Disagree
 13. If your program offered the virtual format, how much money did your program save in the interview season?
 - a. \$1-\$2,500
 - b. \$2,501-\$5,000
 - c. \$5,001-\$7,500
 - d. \$7,501-\$10,000
 - e. >\$10,000
 - f. \$0, or virtual interviews increased cost
 - g. N/A
 14. If your program offered the virtual format: Did virtual interviews have allowed you to interview more applicants?
 - a. Yes
 - b. No
 - c. Maybe
 - d. N/A
 15. If your program offered the virtual format: What interview software/platform did your program use? (Free Response)
 16. How long have you been the program director of your orthopaedic surgery sports medicine fellowship program?
 - a. 0-4 years
 - b. 5-9 years
 - c. 10-14 years
 - d. 15-19 years
 - e. \geq 20 years
 17. How many orthopaedic sports medicine faculty members (including yourself) are in your orthopaedic surgery department?
 - a. 1-5
 - b. 6-10
 - c. 11-15
 - d. 16-20
 - e. 21-25
 - f. 26-30
 - g. >30
 18. In which region of the country is your program located?
 - a. Northeast—CT, MA, NY, PA, RI
 - b. Midwest—IL, IA, KS, MI, MN, MO, OH, WI
 - c. South—AL, FL, GA, KY, LA, MD, MS, NC, SC, TN, TX, VA
 - d. West—AZ, CA, CO, NV, NM, UT
 19. What is your age?
 - a. \leq 40
 - b. 41-45
 - c. 46-50
 - d. 51-55
 - e. 56-60
 - f. 61-65
 - g. 66-70
 - h. >70
 20. With which gender do you most identify?
 - a. Male
 - b. Female
 - c. Transgender Male
 - d. Transgender Female
 - e. Gender Binary Non-Conforming
 - f. Other
 - g. Prefer Not to Say
 21. Are you of Hispanic, Latino, or Spanish origin?
 - a. Yes
 - b. No
 - c. Prefer Not to Say
 22. How would you describe yourself? (Check all that apply)
 - a. White/Caucasian
 - b. Black or African American
 - c. American Indian or Alaska Native
 - d. Asian
 - e. Native Hawaiian or Pacific Islander
 - f. Other
 - g. Prefer Not to Say
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