

Supplemental Digital Appendix 1

Frequency Report: Use of AAMC Standardized Video Interview (SVI) Total Scores and Videos in the Selection Process for the ERAS 2018 Cycle, as Reported by the 125 Emergency Medicine Residency Programs Responding to the AAMC 2017 Program Director Survey

Survey item	No.	%
Did you consider SVI scores at any point in your selection process? (n = 125)		
Yes	67	54
No	58	46
How did you use SVI scores in deciding whom to invite to the in-person interview? (Select all that apply; n = 67) ^a		
Used scores as a “tie-breaker” between applicants with equivalent qualifications (i.e., similar application profiles)	26	39
Compared SVI scores to other components of the application assessing interpersonal and communication skills and professionalism	18	27
Used to find “diamonds in the rough” (applicants with good but not outstanding credentials)	14	21
Did not use SVI scores	14	21
Used scores to balance the role of test scores and grades in the selection process	13	19
Used scores to identify applicants with strong interpersonal and communication skills and professionalism	10	15
Used a minimum score to screen out applicants with weak interpersonal and communication skills and professionalism	5	8
Other	10	15
Why didn’t you use SVI scores in your selection process? (Select all that apply; n = 58) ^b		
Uncertain how to incorporate them into our selection process	36	62
Waiting for additional research on the utility of SVI scores before incorporating them into our selection process	33	57
Uncertain how to interpret scores	30	52
Used them for “research only” in the pilot year	27	47
Did not believe they would add value to our selection process	22	38

Survey item	No.	%
Other	12	21
In the first year of the SVI, how did you infer meaning of SVI scores? (Select all that apply; n = 124)		
Watched a sample of videos with different SVI total scores	41	33
SVI score distribution and percentile rank tables	36	29
Compared with other relevant application information (e.g., SLOE, MSPE, personal statement, etc.)	34	27
SVI total score descriptions and sample videos from AAMC training	27	22
Compared SVI scores of my own program's students to my own personal knowledge of their skills	21	17
Other	3	2
How did your program evaluate applicants who did not have SVI scores? (n = 82) ^a		
We ignored the missing SVI scores and focused on other aspects of the application	78	95
The application was considered incomplete so we did not consider applicants missing SVI scores	2	2
We asked the applicant why they did not have an SVI score and made a determination based on their response	0	0
Other	2	2
Did you watch any SVI videos? (n = 123)		
Yes	89	72
No	34	28
Why didn't you watch SVI videos? (Select all that apply; n = 33) ^c		
My program screened out videos to ensure a blind review	9	27
I did not have time to watch SVI videos	23	70
I did not believe SVI videos would add value to our selection process	8	24
I did not want the SVI videos to alter my initial impressions of applicants	11	33
I wanted to rely on the scores provided by AAMC raters	5	15
Other	2	6
Why did you watch SVI videos? (Select all that apply; n = 89) ^d		
To "get to know" the applicants	30	34
To see what a video-recorded response looked like	71	80
To understand the range of SVI scores (low, medium, high scores)	56	63
To determine whether SVI scores aligned with my impression of SVI videos	49	55

Survey item	No.	%
To determine whether SVI videos aligned with other applicant information (e.g., SLOE, MSPE, personal statement, etc.)	31	35
To compare applicants with equivalent qualifications (i.e., two or more students with similar application profiles)	22	25
To determine if applicants with low grades/test scores would be desirable for my program	12	14
To find “diamonds in the rough” (applicants with good but not outstanding credentials)	17	19
Other	3	3
Which of the following enhancements to the PDWS would help your program incorporate the SVI into your residency selection process? (Select all that apply; n = 93)		
Ability to filter SVI scores	25	27
Ability to export SVI scores	11	12
Inclusion of SVI in the composite score	6	7
Inclusion of SVI percentile ranks	33	36
Other	18	19
Do you plan to ask applicants why they did not take the SVI during the in-person interview? (n = 120)		
Yes	14	12
No	106	88

Abbreviations: AAMC indicates Association of American Medical Colleges; SLOE, Standardized Letter of Evaluation; MSPE, Medical Student Performance Evaluation.

^aOnly includes programs reporting that they considered SVI scores in the selection process.

^bOnly includes programs reporting that they considered SVI scores in the selection process.

^cOnly includes programs reporting that they did not watch SVI videos.

^dOnly includes programs reporting that they watched SVI videos.

Supplemental Digital Appendix 2

Descriptive Statistics: Importance of Application Data in the Selection Process for the ERAS 2018 Cycle, as Reported by the 125 Emergency Medicine Residency Programs Responding to the AAMC 2017 Program Director Survey

Survey item	No.	Mean (SD)	Not important no.(%)	Somewhat important no.(%)	Important no.(%)	Very important no.(%)	Extremely important no.(%)
How important were each of the following application data in deciding whom to invite to the in-person interview?							
Alpha Omega Alpha (AOA) Honor Society member	124	2.6(1.2)	25(20)	35(28)	34(27)	21(17)	9(7)
Data from ERAS application	123	4.1(1.0)	2(2)	8(7)	25(20)	28(23)	60(49)
Gold Humanism Honor Society member	124	2.6(1.2)	27(22)	35(28)	30(24)	26(21)	6(5)
Letters of Recommendation	123	3.6(1.4)	15(12)	16(13)	20(16)	19(15)	53(43)
MSPE or Dean's letter	123	3.2(1.2)	13(11)	20(16)	38(31)	33(27)	19(15)
Personal Statement	124	2.4(1.0)	24(19)	48(39)	36(30)	13(11)	3(2)
Required Clerkship Grades	124	3.6(1.0)	3(2)	14(11)	40(32)	45(36)	22(18)
Standardized Letter of Evaluation (SLOE)	122	5.0(.2)	0 (0)	0(0)	0(0)	6(5)	116(95)
Standardized Video Interview (SVI) total score	122	1.4(.6)	85(70)	29(24)	8(7)	0(0)	0(0)
Standardized Video Interview (SVI) videos	122	1.6(.8)	74(61)	34(28)	10(8)	3(3)	1(1)
USMLE Step 1 score / COMLEX-USA Level 1 score	124	3.7(1.0)	0(0)	17(14)	38(31)	39(32)	30(24)
USMLE Step 2 CK score/ COMLEX-USA Level 2 CE score	123	3.7(1.0)	4(3)	9(7)	31(25)	50(41)	29(24)

Survey item	No.	Mean (SD)	Not important no.(%)	Somewhat important no.(%)	Important no.(%)	Very important no.(%)	Extremely important no.(%)
USMLE Step 2 CS pass/fail / COMLEX-USA Level 2 PE score	124	3.2(1.2)	14(11)	22(18)	35(28)	33(27)	20(16)
Other	27	3.2(1.7)	9(33)	0(0)	4(15)	5(19)	9(33)

Abbreviations: ERAS indicates Electronic Residency Application Service; AAMC, Association of American Medical Colleges; MSPE, Medical Student Performance Evaluation; COMLEX-USA, Comprehensive Osteopathic Medical Licensing Examination of the United States.

Supplemental Digital Appendix 3

Descriptive Statistics: Emergency Medicine Residency Program Reactions to the AAMC Standardized Video Interview (SVI), AAMC 2017 Program Director Survey

Survey item	No.	Mean (SD)	Strongly disagree no.(%)	Disagree no.(%)	Neither agree nor disagree no.(%)	Agree no.(%)	Strongly agree no.(%)
SVI scores contributed unique information to my program's selection process. ^a	62	2.7(1.1)	13(21)	10(16)	21(34)	17(27)	1(2)
SVI scores helped us compare Interpersonal and Communication Skills and Professionalism between applicants from different medical schools. ^a	61	2.8(1.1)	11(18)	9(15)	21(34)	19(31)	1(2)
SVI scores provided information about applicants' Interpersonal and Communication Skills and Professionalism that was easy-to-use. ^a	61	3.0(1.2)	12(18)	6(10)	19(31)	21(34)	3(5)

Abbreviations: AAMC indicates Association of American Medical Colleges; ERAS, Electronic Residency Application Service.

^aOnly includes programs reporting that they considered SVI scores in the selection process for the ERAS 2018 cycle.

Supplemental Digital Appendix 4

Descriptive Statistics: Future Use of the AAMC Standardized Video Interview (SVI) as Reported by Emergency Medicine Residency Programs, AAMC 2017 Program Director Survey

Survey item	No.	Mean (SD)	Not at all likely no. (%)	Somewhat likely no. (%)	Likely no. (%)	Very likely no. (%)	Extremely likely no. (%)
How likely is your program to use the following as part of the residency selection process next year, should the SVI move forward (i.e., ERAS 2019)?							
SVI scores	97	2.0(1.1)	42(43)	33(34)	9(9)	9(9)	4(4)
SVI videos	99	2.0(1.2)	47(48)	28(28)	10(10)	8(8)	6(6)
How likely are you to recommend the SVI to other residency faculty? ^a	62	2.0(1.0)	23(37)	25(40)	8(13)	4(7)	2(3)

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