

# 2021 Navigating the Healthcare Admissions Interview

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UConn Center for Career Development &

UConn Pre-Medical and Pre-Dental Advising Office

# Navigating the Healthcare Admissions Interview

Wednesday, July 21st

9:00AM to 10:15AM – Workshop presentation  
for current cycle applicants

10:30AM to 11:45AM – Alumni Panel 1



**Maryyam Ali**  
Molecular & Cell Biology,  
French minor '19 /  
University of Rochester,  
M.S. '20 / NYITCOM '25



**Suleyman Bozal**  
structural Biology &  
Biophysics '19 /  
Yale SOM '28 or '29



**Mark Gleeson**  
National University of Ireland,  
B.S., M.S. / Uconn Post-Bacc  
Program '19 / Uconn SOM '25



**Nazli Morel**  
Molecular & Cell Biology  
'19 / NBU-KPCOM '22



**Kevin Okifo**  
Biological sciences, Physiology &  
Neurobiology minor '20 /  
Yale SOM '25



**Kiara Sardinha**  
Physiology & Neurobiology,  
Molecular & Cell Biology minor  
'19 / Columbia University  
College of Dental Medicine '25

5:30PM to 6:45PM – Alumni Panel 2



**Adrian Coscia**  
Molecular and Cell Biology,  
B.S. and M.S., Mathematics  
minor '17 / Harvard Medical  
School '28



**Sandy Durosier**  
Wesleyan University, B.S., /  
University of New Haven,  
M.S. / Uconn Post-Bacc  
Program '20 / ATSU-SOMA  
'25



**Catherine Han**  
Biological sciences and English  
'17 / Weill Cornell Medicine '22



**Michael Luu**  
Biological sciences,  
Molecular & Cell Biology  
minor '21 / Uconn School  
of Dental Medicine '25



**Shana Morel**  
Molecular & Cell Biology  
'19 / UNECOM '24



**Roselyn  
Terrazos-Moreno**  
Physiology & Neurobiology,  
Women's, Gender, & Sexuality  
Studies minor '21 / Yale SOM '25

All events will take place at  
[uconnvtc.webex.com/meet/preadviz](https://uconnvtc.webex.com/meet/preadviz) and will be recorded.

We can't wait to see you soon!

**UConn** **UConn** UNIVERSITY OF  
PRE-MEDICAL AND PRE-DENTAL ADVISING OFFICE CENTER FOR CAREER DEVELOPMENT  
CONNECTICUT

# STAFF

## Staff

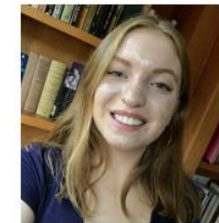


**Lisa Famularo**

*Career Consultant*

► **Director of Pre-Professional Advising**

- Erin Ciarimboli, PhD
- Thomas Abbott, PhD
- Emma Belliveau, BS
- Heather Nunes, MS
- Paris Pruitt, MA
- Krista Rogers, MA
- Susan Ruggiero, MS
- Keat Sanford, PhD



# STAFF

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## Staff

- Tanya Miller, BS



- Special thanks to Caroline McGuire, PhD



**UConn**  
PRE-MEDICAL AND  
PRE-DENTAL ADVISING  
OFFICE

# AGENDA

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## Part 1: Interview basics

- Purpose of the interview
- Importance of the interview
- Types of interviews

## Part 2: How to prepare

- Performing a self-assessment
- Researching the school/program
- Planning for the day of

## Part 3: The interview itself

- Types of interview questions
- Tips for answering common questions
- Sample questions/practice

## Part 4: Additional considerations

- Ethics
- Communication
- Questions to ask
- Follow-up

# Interview Basics

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PART 1

# Application Process

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## PREPARE

Take entrance exams

Determine schools to apply to

Write resume/CV and personal statement(s)

Gather letters of recommendation

Attend open houses (if offered)

## APPLY

File primary applications

Send score reports

File secondary applications

## INTERVIEW

Meet with program representatives, faculty, current students, etc.

## DECIDE

Wait for offer(s) to be extended

Weigh options and choose a school to attend or an alternate plan

# Purpose of the Interview

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To assess your:

- Level of interest in the school/program
- Fit with the current faculty/students
- Potential in the field of healthcare
- Holistic candidacy



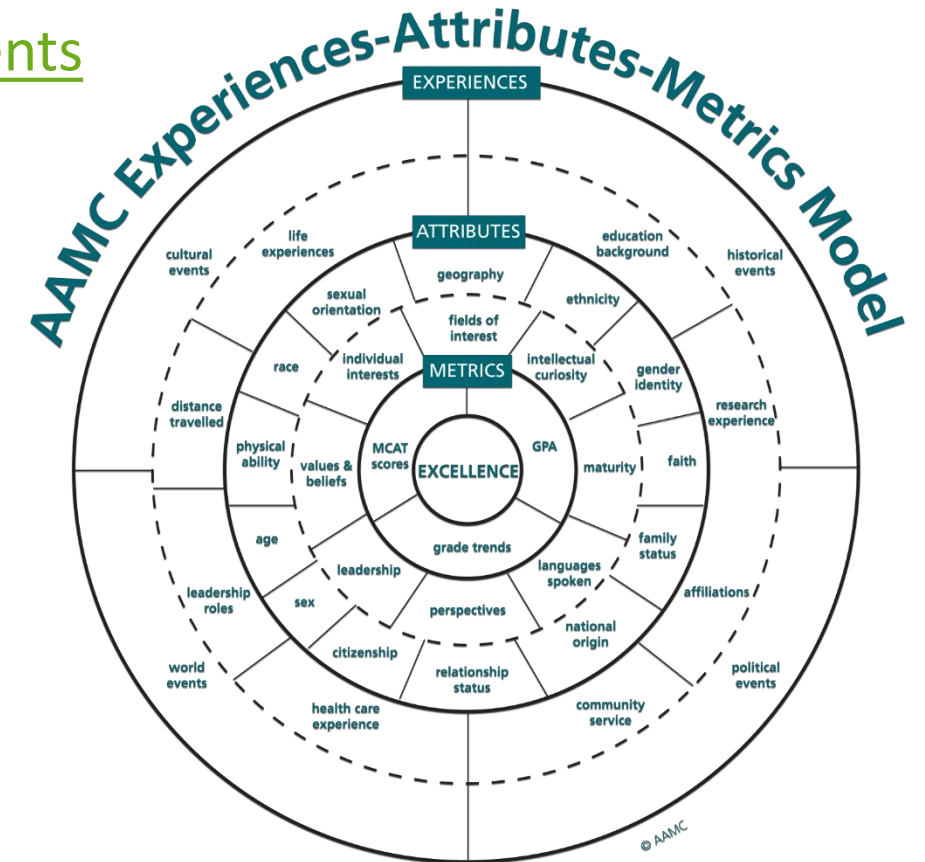
## What is Holistic Review?

Holistic review is an admissions process that considers each applicant individually by balancing their academic metrics with experiences and attributes. These factors are viewed in combination to consider how an individual might contribute value not only as a medical student, but also as a future physician. Nearly all medical schools report using some elements of holistic review.



# AAMC 15 Core Competencies

- The Core Competencies for Entering Medical Students
- Real Stories Demonstrating Core Competencies
- Anatomy of an Applicant: Self-Assessment Guide



Adapted from *Workforce America: Managing Employee Diversity as a Vital Resource*, McGraw Hill Publishing, 1990.

# AAMC 15 Core Competencies

- Demonstrating Competence in an Unconventional Application Year webinar

## Through holistic review we can assess your competencies

- Essays – Service orientation, teamwork, resilience and adaptability, capacity for improvement, cultural competency, capacity for improvement, written communication.  
*\*Personal statement and secondary questions can be a good place to talk about competencies demonstrated during the last few months\**
- Experiences – Reliability and adaptability, service orientation, social skills, teamwork, oral communication, scientific inquiry
- Letters of recommendation – can touch on interpersonal, intrapersonal, thinking and reasoning and science competencies
- Interview - can touch on interpersonal, intrapersonal, thinking and reasoning and science competencies



# AAMC 15 Core Competencies

- Demonstrating Competence in an Unconventional Application Year webinar

## Plan your mission!

- **Resource assessment:** What are my resources (experiences & competencies) and how do I best utilize/maximize them?

*Tip: Keep a journal listing your experiences, hours, contact info and write about what you've learned and how experiences relate to competencies!*

- **Execute the mission:** Communication, communication, communication!!!

- Most meaningful experience description
- Personal Statement
- Reference letters

*Tip: give updated resume & brief written summary of your most meaningful highlights*

- Supplemental application

*Tip: This is where you can really personalize your application*

- Interview



# Importance of the Interview

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If you are offered an interview, that means you are a qualified candidate, but it also means everyone else interviewing is a qualified candidate.

According to the AAMC, in the 2020-2021 cycle:

**53,030** prospective students applied to medical school

**22,239** students matriculated into U.S. programs

That's roughly  
**42%**

# Types of Interviews

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## TRADITIONAL

One-on-one or group conversation between you and program representatives

Topics include: your background, motivation, depth and breadth of interest, hot topics, ethics, empathy, teamwork, your experience

## MULTIPLE MINI INTERVIEW

A series of short, structured interview stations involving live and/or prepared scenarios

Topics include: ethical decision making, critical thinking, communication skills, current healthcare and societal issues

# AAMC Situational Judgement Test (SJT)

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- “The AAMC SJT is a standardized exam that presents a series of hypothetical scenarios students may encounter in medical school and asks examinees to evaluate the effectiveness of a series of behavioral responses to each scenario.”
- Used by six medical schools in the 2022 cycle (two required)
- Focuses on eight core competencies
- 30 scenarios / 186 test items / 75 minutes to complete
- [AAMC SJT](#)
- [AAMC SJT Essentials: Testing Year 2021](#)
- [AAMC SJT accommodations](#)



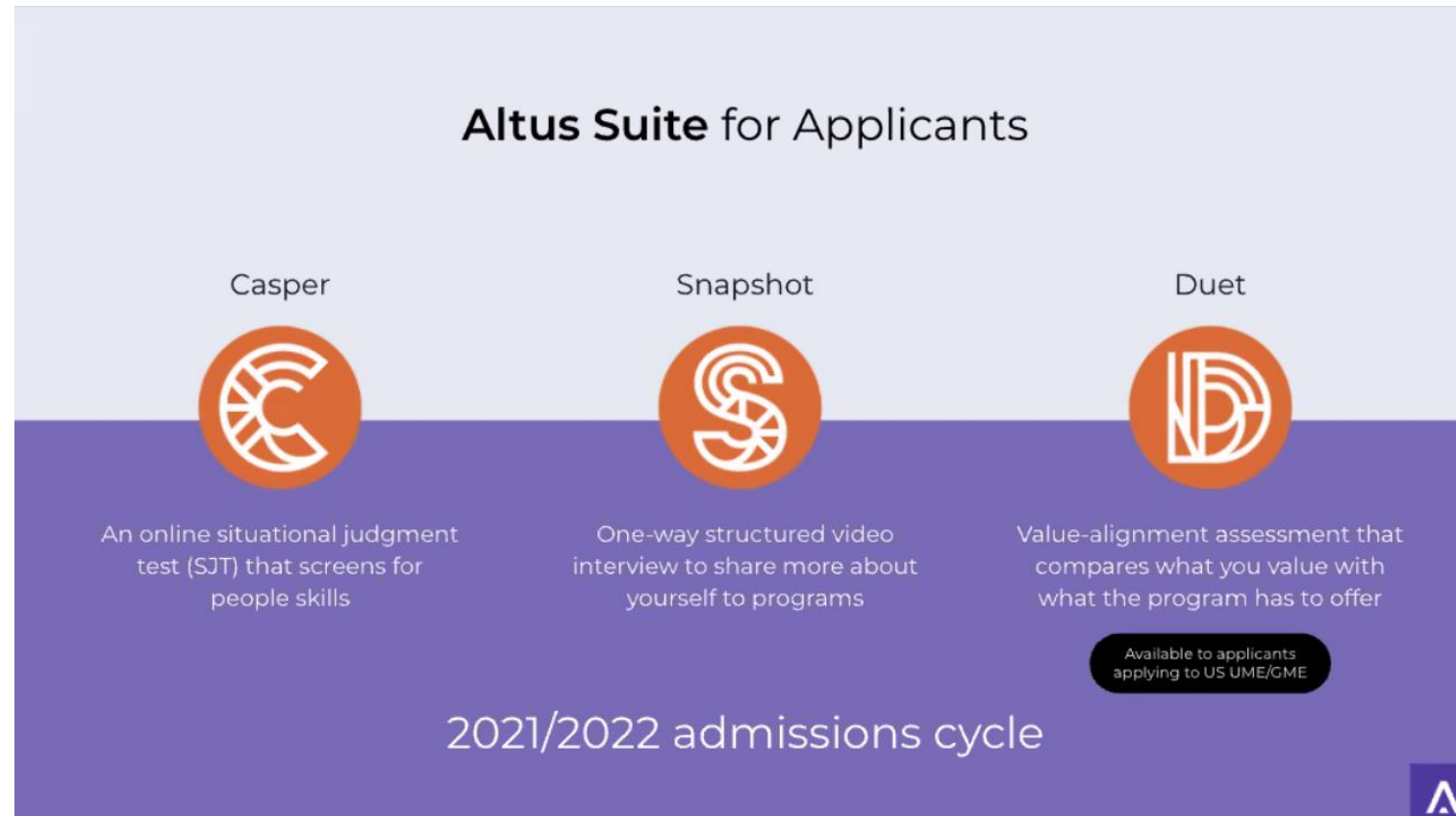
# Altus Suite: Casper, Snapshot, Duet

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- Offered by Altus Assessments
- Measure non-academic metrics—the personal and professional attributes necessary to succeed; intended to minimize bias
- “Adds more pixels into the picture of an applicant”
- No “right” or “wrong” answers
- [Official site with list of participating schools](#)
- [Testing accommodations request form](#)

# Altus Suite: Casper, Snapshot, Duet

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# Altus Suite: Casper, Snapshot, Duet

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- Measures 10 non-cognitive competencies
- 12 sections / 60-90 minutes to complete
- Score of 1 (lowest) – 9 (highest) for each section
- Each section contains a video or word-based scenario and three open-ended questions
- Test takers have five minutes to respond to all three questions
- New to this cycle—applicants receive quartile scores one month after testing

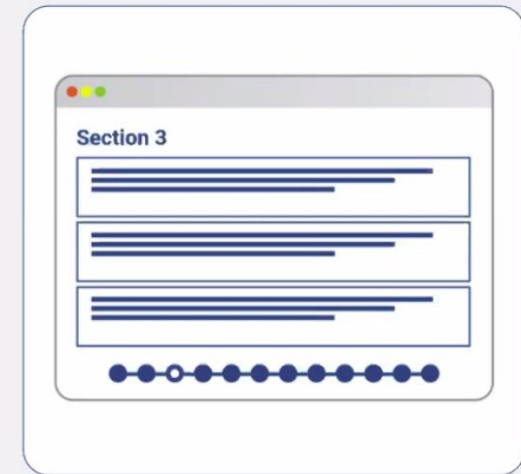
# Altus Suite: Casper, Snapshot, Duet



An online, video-based situational judgment test (SJT) that evaluates 10 competencies for professionalism and non-academic skills



- Raters focus on:
  - Casper competencies
  - The content of response
  - Benchmarking applicants against one another
- Raters do not focus on:
  - Spelling errors
  - English proficiency level
  - Cut off or incomplete sentences
- Raters do not penalize applicants for providing non-traditional or unique answers



# Altus Suite: Casper, Snapshot, Duet

## **SNAPSHOT**



A short, one-way video interview that highlights your communication and self-reflection skills, and motivation for the profession so you can bring your personal statement to life



Try to complete within 14 days after Casper



15 minutes



Comm skills



Motivation



Self-reflection



## **SNAPSHOT**

How Snapshot works



Tech

- Check equipment



Practice

- 2 practice questions
- Take as many times as needed



Read question

- 30 seconds to read the question and to reflect on your response



Record response

- Up to 2 minutes to record response
- Can stop timer if finished early
- Cannot review response
- Cannot re-record response



Submit

- Cannot review any responses
- Snapshot responses are reviewed by the programs you are applying to



# Altus Suite: Casper, Snapshot, **Duet**



Available if you're applying  
to US UME/GME



A value-alignment assessment that compares what you  
value in a program with what the program has to offer



Try to complete  
within 14 days after  
Casper



Available for  
US UME/GME



20 minutes



3 categories



7 characteristics



Available to applicants  
applying to US UME/GME

How Duet works



Introduction

- Review instructions to ensure purpose and format is understood



Reflect

- Review and reflect on the 7 characteristics and definitions of the category
- Continue when ready to begin



Compare

- For each pair of characteristics, choose the one most important
- Continue until all 7 are complete
- Can go back to previous pair



Category  
comparison

- For each pair of categories, choose the one most important



Submit

- Cannot review any comparisons when each category is complete



# Interviews this cycle

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## AAMC MSAR 2022 Cycle Advisor Reports

### Interview Procedures (updated 7/12)

Admission Policies and Information (updated 7/15)

Primary Application Information (updated 6/11)

Secondary Application Policies (updated 6/28)

Additional Required Assessments (updated 7/7)

Waitlist Policies (updated 5/31)

State	Medical School	Interview Format	Interview Invitations Sent	Typical Interview Day	Regional Interviews Available?	Video Interview?
CT	Frank H. Netter MD School of Medicine at Quinnipiac University	Interviews will be conducted virtually via Zoom for the 2021-2022 application cycle. Interviewees can expect to spend approximately five hours online. We expect to offer in-person campus visits to admitted students in the winter and spring.	July	Interviews will be conducted virtually via Zoom for the 2021-2022 application cycle. Interviewees can expect to spend approximately five hours online including participating in 2 one-on-one interviews and meeting with admissions staff, current students, and the Associate Dean for Admissions. Prior to the interview day, interviewees will receive a collection of documents and videos that highlight numerous aspects of the Netter academics and community.	No	Yes

# Interviews this cycle

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**AAMC** / [Preparing for Medical School Interviews](#)

**AAMC** / [Virtual Interviews: Tips for Medical School Applicants](#)

**AACOM** / [The Admissions Interview](#)

**2/2/21** [UConn Chat with Alumni event!](#)

**AOA** / [4 tenets of osteopathic medicine](#)

**ADEA** / [Interviews \(+ Dos and Don'ts\)](#)

**Texas medical & dental programs** / [How Interviews Will Be Hosted at Each Member Institution for EY2022](#)

# Preparing for an Interview

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PART 2

# Performing a Self-Assessment

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After an interview, the interviewer remembers 3-4 key takeaways.

- What are the **main pieces of information** I want to make sure I cover during my interview?
- What **core competencies and other skills** do I want to demonstrate that I have during my interview? Do I have stories/examples to back them up?
- What makes me **unique** in comparison to other candidates?
- Am I able to elaborate on everything included in my **application materials** without being repetitive?
- How do my **values, interests, and skills** align with this particular program?
- Can I explain my **research** in a way that is accessible to others?



# Researching the Program

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## WHAT SHOULD I KNOW?

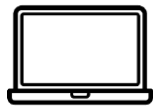
- Mission and values
- Program curriculum
- Other program elements, like experiential learning, affiliated student organizations, service opportunities, etc.
- Key faculty and staff
- Faculty research topics
- Recent recognition

## WHERE SHOULD I LOOK?

- National and regional associations (ex. AAMC, ADEA, SAPTA, etc.)
- Program's website
- Social media
- LinkedIn
- Husky Mentor Network
- News outlets
- Student Doctor Network

# The Night Before & The Day Of

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Check your technology, especially internet connection, needed software, and audio/visual capabilities



Lay out clothes and get a good night's sleep



Make sure your interview space has good lighting, a professional background, and is clear of any distractions



Set up at least 10 minutes early and join the call 5 minutes early



Be “on” from the beginning and make a strong first impression

# Dress Like a Healthcare Professional

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# The Interview Itself

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PART 3

# Types of Interview Questions

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## TRADITIONAL

Usually relate to your personality, background, and values

Allow interviewer to get to know you better as a person and candidate

## BEHAVIORAL

Used to find out what type of behavior you have used to handle specific situations in your past experiences

Allow interviewer to predict how you may react to similar situations in the future

## CASE

Put your critical thinking and problem solving skills to the test on the spot

Can allow the interviewer to see how you interact in a collaborative setting

# Translating the Question

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How can I tell what they're really asking?

- Listen for keywords
- Put yourself in their shoes
- Focus on transferrable skills/content
- Avoid cliché responses

# Translating the Question - Examples

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Why are you interested in becoming a \_\_\_\_\_?

- Looking for your genuine interest in pursuing the field because graduate school is not easy and they want to make sure you're committed/ready

Tell me about a time you were part of a successful team.

- Looking for you to describe your teamwork skills because working in healthcare requires collaborating with many other professionals, and that requires quite a bit of teamwork

If you won \$1 million tomorrow, what would you do with it?

- Looking for you to talk about your values and how your actions align with them

# Sample Traditional Questions

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- Why do you want to be a \_\_\_\_\_?
- Why do you want to attend our school/program?
- What will you do if you don't get into medical school?
- What are the biggest problems with today's healthcare system?
- What are the most important characteristics of a [physician/dentist/PA, etc.]?
- How do you see this profession being fulfilling to you in 10 years?
- Is there anything else I should know about you? *(at the end of the interview)*



# Behavioral Questions

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Behavioral questions usually start with:

- Tell me about a time when...
- Give me an example when...
- Describe a moment when...

## SITUATION

Brief overview  
for context

## TASK

The task or  
project the  
story is about

## ACTION

Specific action  
steps YOU took  
to address the  
task

## RESULT

The outcome(s)  
and your  
learning

# Sample Behavioral Questions

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- Give me a specific example when you overcame a challenge related to your academics.
- Tell me about a time you demonstrated your ability to work under pressure.
- Describe a situation where you had to communicate a difficult message to someone. How did it go?
- Give me an example of when you successfully solved a problem with a team.

# Case Questions

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Case questions are not intended to test specific field knowledge; they are meant to evaluate your thought process and ability to think on your feet.

- Listen carefully
- Understand the goal (ask questions if you don't)
- Consider the question from a variety of perspectives
- Process out loud, if appropriate
- Work on time management

# Case Questions

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- You see your friend cheating on an exam; what do you do?
- A close friend in your 1<sup>st</sup> year medical school class tells you that their mother was recently diagnosed with breast cancer and they are considering dropping out to spend more time with her. What would you say to them?
- You are working with a patient who is adamantly requesting a certain type of treatment that you don't believe will help. What do you do?
- Why are manholes round?

# Additional Considerations

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PART 4

# Ethics

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Ethics are a theme of healthcare interviews because the program wants to ensure you will be an ethical practitioner

- Be honest and true to yourself
- Present both sides of an ethical dilemma to show you have considered them before making your decision
- Highlight your ethical and moral values and connect them to the program's whenever possible
- Your interviewers may have different beliefs than you, but so will your patients at times, and you need to be comfortable with that

# Communication

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## NON-VERBAL

- Maintain good eye contact
- Be aware of posture, hand gestures, and fidgeting
- Maintain professionalism; treat both faculty and student interviewers equally regarding respect and professionalism
- Show enthusiasm

## VERBAL

- Use formal grammar
- Do not swear under any circumstances
- Avoid fillers such as “um”, “you know”, and “like”
- Silence is okay if used sparingly
- Avoid skipping questions
- If you mess up, address your mistake, keep going, and don't let it derail you

# Questions for the Interviewers

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## DO ASK

3-5 questions per interview

Paths of program alumni

Specific aspects of program curriculum

Orientation opportunities

Current events impacting the program

Program's plans for future growth

Next steps in the selection process

## DO NOT ASK

Anything that can easily be found online

How much money you can expect to make

Controversial topics

Program criticisms

Personal topics (to an extent)



# After the Interview

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Follow up with a thank you e-mail within 24 hours

An additional mailed handwritten letter or card is acceptable, but not required

If you meet with multiple people, send unique notes to each

*Dear Dr. Chan,*

*It was a pleasure to meet you today at my UConn Medical School interview. Thank you for sharing more details about the first semester practicum course that all UConn Medical students take; I am very interested in the example placement at Hartford Healthcare you suggested and look forward to learning more about that possibility.*

*I also really enjoyed learning more about the cohort model of the program and how that generally improves the success of graduates. I would be honored to one day be a part of the UConn Medical School alumni community.*

*Thank you again for taking the time out of your day to speak with me; I look forward to hearing from you soon.*

*Sincerely,  
Lisa*

# Resources

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PRACTICE INTERVIEW AND NETWORKING RESOURCES



## Mock Interview - Medical School



Sandra

### Medical School

Prepare to impress in your medical school interviews and gain admission to a top program.



Suzanne

### Organizational Skills

Questions about your ability to organize and stay on top of details.



Sarah

### Prioritization Skills

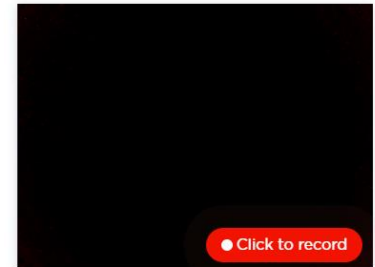
Questions about your judgment and ability to prioritize tasks.



Angela

### Time Management

Questions about your ability to meet deadlines and manage time effectively.



What specialty appeals to you most?

Previous question

Next question

# Center for Career Development

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**Handshake**



1:1 Practice Interviews  
Career Coaching



Practice Interviewing  
Guide



Virtual Interview  
Supplement

[career.uconn.edu](https://career.uconn.edu)

# Contact Information

**Lisa Famularo**

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UConn Center for Career Development

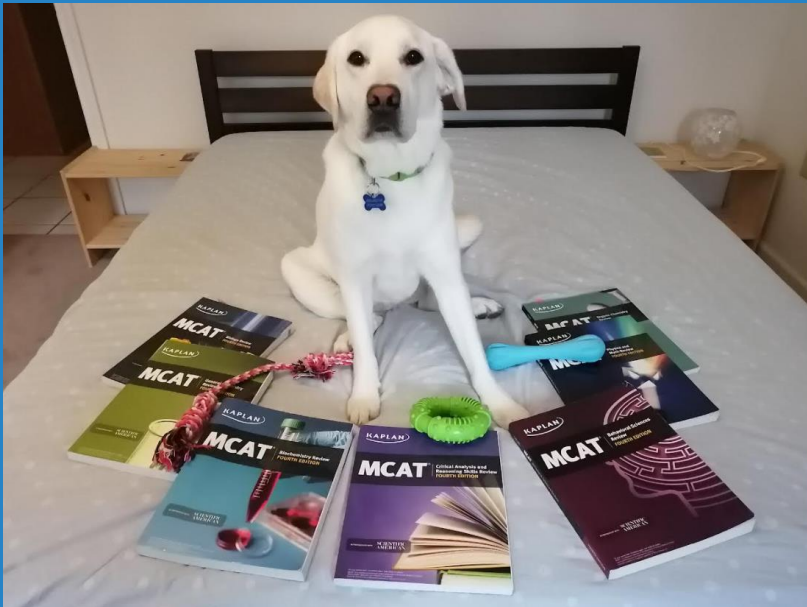
[Lisa.Famularo@uconn.edu](mailto:Lisa.Famularo@uconn.edu)

<https://career.uconn.edu/>

**UConn Pre-Medical and Pre-Dental Advising Office**

[Premed\\_predental@uconn.edu](mailto:Premed_predental@uconn.edu)

<https://premed.uconn.edu/>



# Questions?

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TYPE THEM INTO THE CHAT BOX