

# VIRTUAL RECRUITMENT AND INTERVIEWS

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# SNS GUIDELINES

<https://societyns.org/medical-students/external-medical-student-rotations>

Safety, education, and equity for our students, our institutions, our patients, and our communities, are paramount.



ALL Virtual



LORs



Second Looks

# ALL VIRTUAL

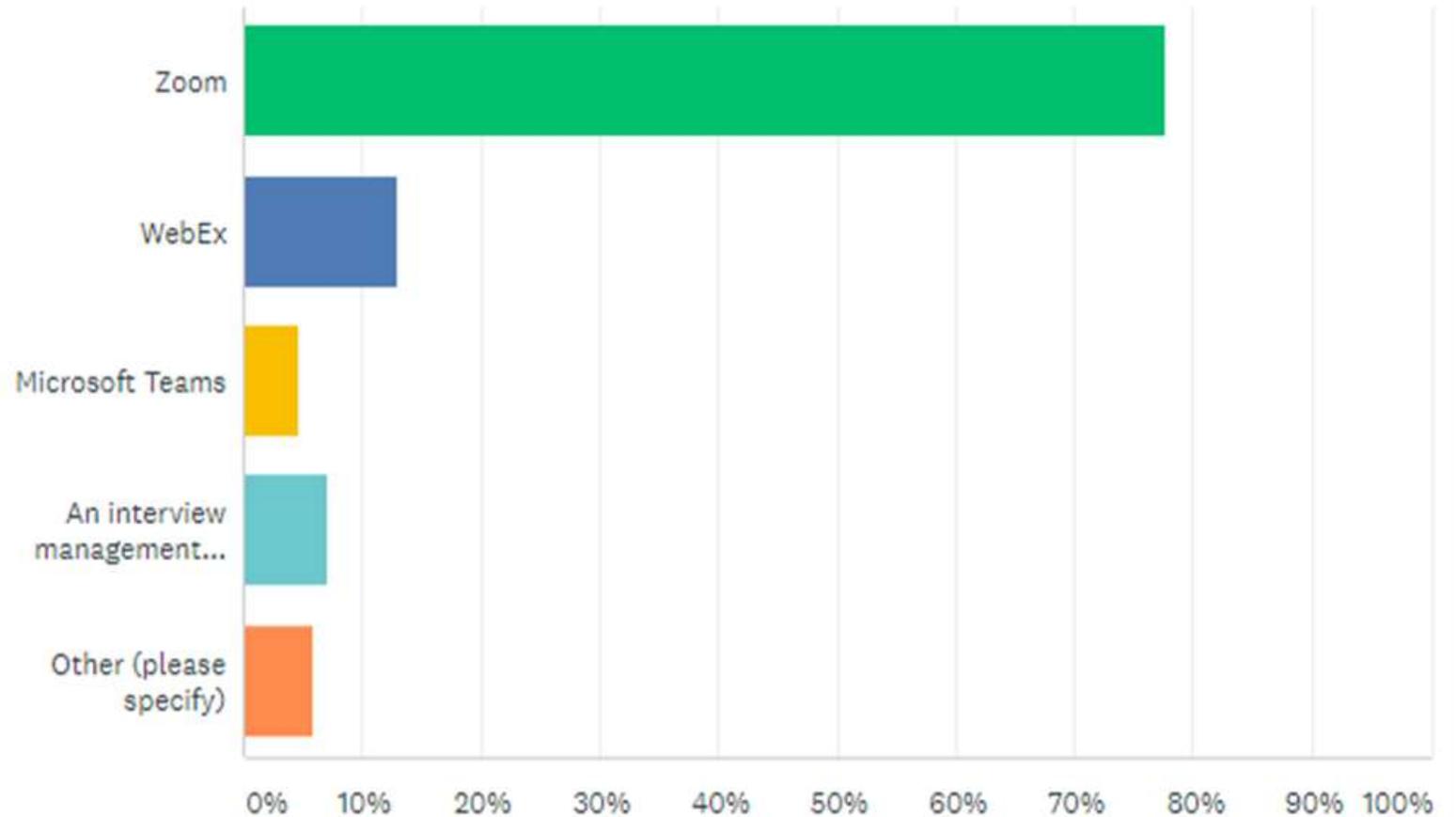
## All Recruitment Activities

- Meet and Greet
- Education

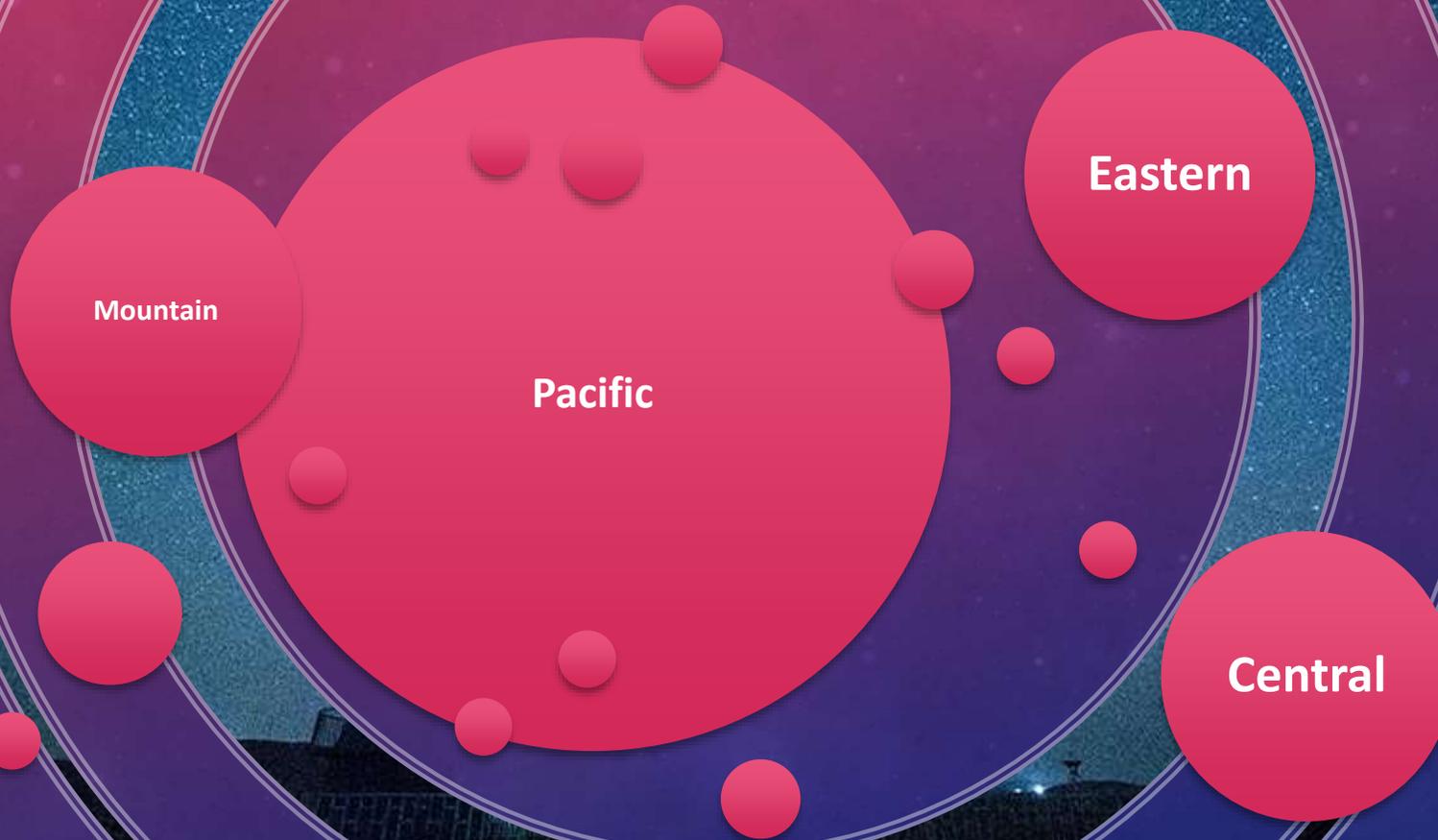
## All Interviews

### What platform are you using for virtual interviews?

Answered: 85 Skipped: 1



# INTERVIEW PRACTICE SESSIONS



# BEST PRACTICES: INTERVIEWS

- Have one place/website to post events and interview details for every program so all applicants can be reached
- Have strong internet connections with webcams
- Consider time zones when scheduling
- Have a plan B for getting in touch with applicants should computer/internet fail
- Instructions for interviewers and interviewees
- Considering spreading out interviews more than usual to avoid “zoom fatigue”
- Have practice sessions

# LETTERS OF RECOMMENDATION

- Letters of recommendation should come from the home institution.
- Must have at least two (2) from neurosurgical faculty
- One (1) from general surgery (i.e. program director, clerkship director, or close faculty contact) or non-neurosurgical surgical subspecialty mentor, to summarize performance during surgical rotations at home institution.
- A fourth letter, either from an additional neurosurgical faculty member or a research mentor at home institution is highly recommended.



The background of the slide features a dark purple to blue gradient. It is overlaid with several concentric circular patterns, some solid and some dashed, resembling technical diagrams or data visualizations. Numbers from 140 to 260 are scattered across the circles, increasing in a clockwise direction. The text 'SECOND LOOKS' is prominently displayed in the center-left area.

# SECOND LOOKS

Still discouraged

If needed, they  
must be virtual.



# INTERVIEW DATES SPREADSHEET

Complete the Spreadsheet  
BEFORE OCTOBER 12th!

<https://docs.google.com/spreadsheets/d/1yoE4SLZLnXmvXCQTNbXII sLJyfnSfPW78kiopFuWMc0/edit?usp=sharing>

# WE ARE ALL IN THIS TOGETHER

## Q AND A



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