

# Outstanding Interviews

## December 2009

72 or 34% of students participating in the 2009 CRIP completed this question. The questions asked them to provide us with information about those residency programs that conduct exceptional interviews. These ratings are from the classic “hard, but fair” interviews they participated in. Their comments follow this listing.

### Highest Praise by Number of Times Mentioned

**First Place:** Univ of Pittsburgh Med Ctr – SS, Pittsburgh, PA (5)

### **Second Place:**

Cambridge Health Alliance, Cambridge, MA (4)  
Kaiser Permanente – Vallejo, Vallejo, CA (4)  
Kingwood Medical Center, Houston, TX (4)  
Legacy Emanuel Hosp/Good Samaritan, Portland, OR (4)  
North Colorado Medical Center, Greeley, CO (4)  
Swedish Medical Center, Seattle, WA (4)

### **Third Place:**

Highlands/Presbyterian St Luke’s, Denver, CO (3)  
Oakwood Annapolis Hospital, Wayne, MI (3)  
St Francis Hospital & Medical Center, Hartford, CT (3)  
West Houston Med Ctr, Houston, TX (3)

### **Fourth Place:**

Adv IL Masonic Med Ctr/SCPM, Chicago, IL (2)  
Covenant Med Center, Waterloo, IA (2)  
Frankford Hospital, Philadelphia, PA (2)  
Grant Medical Center, Columbus, OH (2)  
Kaiser SF Bay Area Foot & Ankle, Oakland, CA (2)  
Mt Sinai Hospital Med Ctr – IL, Chicago, IL (2)  
Multicare Hospital System, Tacoma, WA (2)  
New York Hospital Queens, Flushing, NY (2)  
Northwest Medical Center - FL, Margate, FL (2)  
St Luke’s Hospital – Allentown Campus, Allentown, PA (2)  
St Vincent Charity Hospital, Cleveland, OH (2)  
Washington Hospital Center, Washington D.C. (2)  
Temple University Hospital, Philadelphia, PA (2)

### **Honorable Mention:**

Aestheticare Surg Ctr/Mission Hosp, San Juan Capistrano, CA (1)

Benedictine Hospital, Kingston, NY (1)  
Botsford Hospital, Farmington Hills, MI (1)  
Bryn Mawr Hospital, Bryn Mawr, PA (1)  
Chestnut Hill Hospital, Philadelphia, PA (1)  
Community Medical Center, Scranton, PA (1)  
Crozer Chester Medical Center, Darby, PA (1)  
DePaul Health Center, Bridgeton, MO (1)  
Detroit Medical Center, Detroit, MI (1)  
DVA – Chicago (Jesse Brown), Chicago, IL (1)  
DVA – Miami, Miami, FL (1)  
DVA – Northport, Northport, NY (1)  
Florida Hospital East Orlando, Orlando, FL (1)  
Genesys Regional Medical Center, Grand Blanc, MI (1)  
Good Samaritan Hospital Medical Center, West Islip, NY (1)  
Henry Ford Macomb Hospital, Clinton Township, MI (1)  
Inova Fairfax Hospital, Falls Church, VA, (1)  
Jackson South Community Hospital, Miami, FL (1)  
JFK Medical Center, Atlantis, FL (1)  
Loretto Hospital, Chicago, IL (1)  
Loyola University Medical Center, Maywood, IL (1)  
Massachusetts General Hospital, Boston, MA, (1)  
Memorial Hospital of Rhode Island, Pawtucket, RI (1)  
Memorial Regional Hospital South, Hollywood, FL (1)  
Mercy and Unity Hospitals, Coon Rapids, MN (1)  
Metropolitan Hosp Ctr/NYCPM, New York, NY (1)  
Morristown Memorial Hospital, Morristown, NJ (1)  
Mt Sinai Hospital - IL, Chicago, IL (1)  
Palmetto General Hospital, Hialeah, FL (1)  
Providence Hospital, Southfield, MI, (1)  
Roger Williams Medical Center, Providence, RI (1)  
Roxborough Memorial Hospital, Philadelphia, PA (1)  
South Miami Hospital, South Miami, FL (1)  
St John North Shores Hospital, Harrison Township, MI (1)  
St Joseph Hospital/DVA-North Chicago, Chicago, IL (1)  
St Vincent Mercy Medical Center, Toledo, OH (1)  
Weiss Memorial Hosp/Oak Forest (Michael Reese/Oak Forest), Chicago, IL (1)  
Westside Regional Medical Center, Plantation, FL (1)  
White Memorial Medical Center, Los Angeles, CA (1)  
Yale New Haven/DVA Hlthcare Sys, New Haven, CT (1)

**Comments:**

- All of these programs provided difficult interviews with professionalism rather than intimidation.

- Very thorough and challenging. Excellent.
- Good, well rounded interviews.
- Most difficult and straightforward
- Exceptional...great format...students were taken in 4 at a time and rotated through stations...one social, one medicine, one surgical, one general podiatric medicine...each had a powerpoint to flip through and ask all types of questions, so if you didnt know one, they could continue to something you did
- A great interview, good amount of trauma x-rays/ct/mri, then a mix of what would you do Q's
- I felt that there were a handful of standout programs. Each conducted fair, well organized interviews that allowed me to demonstrate my knowledge and personality.
- Academic and social interview but calm and friendly atmosphere.....it felt like a two minute interview and i was there for thirty minutes
- Smaller groups make it easier to get to know applicant
- [One program] had the most in-depth and broad interview. A couple programs had too many people in the room. You don't need 12 people to evaluate a candidate.
- All did a great job of conducting a friendly yet comprehensive interview. I feel that the applicants answer to their interview questions would be good indicators of how they would be as residents.
- Social interview prior to academic interview helped me relax. Liked the personality of the interviewers.
- Allows you to choose different podiatric areas as academic interview topics
- I felt all my interviews were of high caliber, although some were harder socially and some more academic; this is based on what a program looks for. Having a harder interview doesn't help graduate a student at a higher level, it is the training they receive not the questions in an interview.
- An AMAZING interview! Several rounds of academic questions and one round of personal questions. It was very well rounded 10-12 attendings were able to evaluate the students. Very well done!
- Conducted fair and good quality interviews and are a great well-rounded training program. Good quality programs. Impressive during my brief visit My favorite interview because they really read our applications thoroughly and asked questions from it, the interview was mostly social and then they asked a couple of academic questions in the end, at a point where you were pretty calm.
- Probably conducted the best interview. The interview dealt with a wide range of topics in both the academic and social realms.
- I did not receive many interviews. [This program] conducted a very challenging but fair interview.

- Digital x-rays, all members interacting
- Basics -- not ridiculous detail and focusing on the personality of the student esp. if they spent a month with you seems more practical.
- The programs with social interviews were the most laid back and obviously went the best. In addition, the programs with purely academic interviews I think missed out on getting to know their candidates. While I do love the purely social interview, I realize that it may not be in the direction where programs choose to be headed; however, I feel that since we are pushing for equality with MD's and keep pushing this whole vision 2015 for parity, we should have similar interviews and make them strictly social. If we want parity, then I feel the interviews should be the same as medical school residency interviews. However, in my personal experience, I had about 3 purely social interviews, 4 purely academic interviews, and 3 that were a combo. Out of all of them, my favorites were the social interviews (reasons stated above) and then the ones that were a 50-50 mix of social and academic. One program I thought did great mixed it up so you'd answer a few academic, then a social question, then an academic, then a social question, etc so that it would take the pressure off.
- The best interviews I had were those that were challenging both from an academic and social perspective. [This program] had an exceptional interview. Their questions were challenging, practical, and fair all in a friendly non-threatening atmosphere.
- I thought [this] hospital conducted a thorough interview that really focused on the real life management of situations and not just academic short answers questions.
- I had many interviews and remember the majority of them to be very fair and appropriate.
- Fair interview, good mix of academic and social questions. Open to answering any questions the applicant had. Very informative as to what the program has to offer as well as insight into what a typical week for a resident might be like.
- Had a great interview that was fair and challenging at the same time. The questions both social and academic were at the level that 4th year students should be able to answer and not intimidating.
- Interview should have a 50/50 mix of academic and social questions. And just because a student may have not externed at their program does not mean that is not a student worth looking at. Due to a limited amount for many students they may not be able to afford to visit all the programs they may be interested in.
- For the most part.....high caliber residency programs interview students that visited their program. I would say that they conducted more social interviews since their academic skills were tested the month during their visit.

- Conducted very professional interviews.
- Good mix of rapid fire questions and case studies, hard but fair questions, good variety in topics covered
- I liked the interviews that weren't in front of a large panel. Those programs that had multiple rooms with some time in each room were less intimidating.
- Displayed exceptional interviews. The whole team, consisting of the director, 4 attendings, and 5 residents, was present which showed their dedication and professionalism.
- Very well set up. Fair questions, allowed the applicant to demonstrate their knowledge base without being intimidated. Presentation very well put together especially the question and answer period along with open social forum. Callback interview a little intimidating because of the setup but overall still a good atmosphere.
- Conducted very fair and excellent interviews.
- Were especially well organized with multiple stations and professional atmosphere. [Two more programs] were also well done with good planning evident.
- I appreciate programs who take the time to evaluate me while i spend an entire month with me not those who think they can adequately evaluate my skills in the artificial environment of an interview
- Having a mix of social and academic interview is good. Having less people in the room is better.
- Had a friendly and academic interview. They were not at all intimidating.
- I liked programs that didn't intimidate me. [This program] had a good mix of academics and social questions in their interview.
- Conducted an excellent interview. They were courteous, professional, and the questions and conversation were appropriate.
- Conducting a very nice two day interview with use of a slide projector. They also held a social for the call back students. [One program] although it was a 1 hour interview with 15 minutes in each room, the rooms were separated by subject which allowed the students to face an interviewer one on one vs. an onslaught of intimidation.
- Gave a very fair and well organized interview. It was educational as well as social in a non-intimidating fashion. [Another program] also conducted a very fair interview. It was 90% social but asked many ethical questions as well as things I think pertain to being an excellent doctor. We were also required to read an xray.
- Just have a laid back atmosphere. Even if they don't want you for the program, they don't make you feel bad about yourself. On a side note, programs should not be allowed to ask certain types of questions that their own residents can't answer.
- Programs that work-up real cases showed to be strong I thought very

highly of. Also, programs using the psycho-analytical interview technique also were fair and challenging. Some interviews were horribly planned and conducted and went over time and through off other schedules.

- Interviews that integrate both academics and social questions. Being professional and at ease, although having structure.
- Interview process started out as a social interview which really broke the ice and the academic portion was very practical and open. By far my best interview.