



Welcome to CRIP

More than 80% of CASPR residency programs participate in the Centralized Residency Interview Program (CRIP) annually. If you have not tried attending a CRIP weekend, we would like to encourage you to take advantage of this process. To that end, the question and answer format below should address many questions and concerns you may have. Please contact our office with any questions you may have that are not answered here.

What is CRIP?

The Centralized Residency Interview Program (CRIP) is the interview segment of the residency selection process, established in 1986 by the AACPM in cooperation with its Council of Teaching Hospitals (COTH). CRIP allows residency programs to join together at one location to conduct final interviews with their applicants. CRIP seeks to simplify and reduce the cost of the residency selection process for the student applicants and the residency programs.

Is participation in a national interview program required by CPME?

No. There are a number of reasons why it would not benefit some programs or applicants to be required to attend a CRIP location. This is particularly true of podiatric medical school programs or programs that select residents from only one school.

Is CRIP part of participation in CASPR?

No. Participation in CRIP is a benefit option of institutional membership in AACPM/COTH. Alternatively, programs not desiring to join AACPM/COTH may pay a separate CRIP Participation Fee to attend CRIP.

If my institution sponsors more than one residency program, does each program need to join AACPM/COTH in order to attend CRIP?

No. Membership in AACPM/COTH is by institution. Therefore, only one membership fee is required regardless of the type or number of podiatric residency programs at that institution.

Where and when are CRIPs held?

CRIP weekends are held the first three weekends of January. Locations rotate each year so that the region last one year is first the following year. They are held at airport hotels in Los Angeles, Chicago and near Newark, NJ. Beginning January 2010 CRIP will consolidate to one centralized location for a 9-day period. Programs will be grouped by East/West and continue to rotate annually. Programs choosing to interview Monday through Thursday will remain constant from year to year.

Should I attend more than one location?

Programs generally attend one CRIP location. However, your program may attend as many locations as you wish.

How do I indicate my intention to participate in CRIP?

The CASPR Directory page is the most direct communication to applicants that you plan to attend a CRIP location. Candidates use this information as part of their criteria in selecting which residency programs they wish to designate for receipt of their application. Participating Programs are listed by CRIP location on our web site, www.casprcrip.org, in the Directory listing and under Especially for Students. Please indicate your intention to attend CRIP and at which location when you complete your registration.

How do I make hotel reservations?

In the beginning of October, the CRIP scheduling questionnaire and an accommodation forms will be available on CASPRweb.org. The information provided by your program online will allow our staff to make sleeping accommodation reservations for you and your faculty. Your reservation will be guaranteed with a credit card account provided by you. Actual charges may be paid by other means at the hotel. Please do not contact the hotel yourself! We provide each hotel with a rooming list of attending faculty. Rooms are reserved on a first come basis until our large block of rooms is filled. **CRIP reserves the right to make room assignments for designated interview rooms a priority over sleeping accommodations.**

What choice do I have for an interview room?

The hotels selected at all three CRIP locations are either suite hotels with a center atrium or a large hotel with meeting rooms and/or sleeping rooms converted to small meeting rooms with the bed removed. Suites have a bedroom area separated from a living room area by a door. Most programs have found interviewing in the living area of the suite quite satisfactory and not as intimidating or cold as a large empty meeting space. The availability of large meeting spaces (boardrooms and meeting sections) is limited and reserved for use by large selection committees at the discretion of CRIP staff. The suite living room space has a table that will easily accommodate four people plus a queen-size sleep sofa and other comfortable seating. Converted rooms will be set conference style and can hold up to eight people. Detail descriptions of hotel properties will be provided online in October.

Is there a minimum interview time?

Yes. Past experience has shown that scheduling a minimum of 20 minutes per candidate helps to keep programs on schedule, allows for a mix of academic questions and social interaction and prevents an assembly line atmosphere. A portion of those 20 minutes may be used for notes and committee discussion as long as the next candidate is not taken before the time period is completed.

How many students must I interview?

Programs determine the number of students they invite to interview at CRIP. Programs should examine the number of applicants to their programs shown on their CASPRweb account to determine the number of interview days needed. This determination should be based on the approximate number of interviews your committee wishes to conduct, the number of interview rooms you wish to use, the number of time slots available in a day as well as any other factors your committee wishes to consider. The number of time slots indicated to CASPR/CRIP staff should be approximately equal to the number of candidates you plan to interview.

What is the best day to interview?

Candidates are instructed to arrive Thursday evening to be ready to begin interviewing Friday morning at 8am. They are advised not to book return flights before Sunday afternoon. At present, both Friday and Sunday mornings are under-utilized at CRIP. The majority of interviews on Sunday

are "call back" or second interviews. Saturdays are crammed with interviews and events. The uneven spread of tension vs empty time is a contributing factor to on-site cancellations, rumors and holes in program schedules. Some programs begin after 3pm on Friday and interview late into the evening. We would prefer that interviews ended by 7pm every day to allow time for social interaction and rest. Some candidates may be staying as much as a one to two hour drive from the hotel. We appreciate that you give time from your practice and families to attend. Let's make the most of the time available.

What interview options do I have?

Programs may set up their interview process in a number of ways. Consider one of the following:

- one to three faculty members interview one candidate in a suite for minimum of 20 minutes.
- one to three faculty members interview one candidate in one suite for 10 minutes, then switch candidates with another suite of interviewing faculty from their program for a total of 20 minutes per applicant [allows more applicants to be seen by all faculty members in a shorter amount of time]
- program has two or more rooms/suites interviewing candidates simultaneously selecting candidates to be seen by the entire committee at a second or call back interview the following day.
- one large interview room set with a number of stations with a number of candidates rotating through stations [example: 6 stations, 6 candidates per hour, 10 minutes per station]
- one large interview room set conference style for entire committee (7 - 15) interviewing one candidate for a minimum of 20 minutes.

How do I set up interviews?

In early October you will set up your interview schedule online. You indicate the parameters of your interview day, such as the length of the interview and how many rooms you need, and the website will create a grid. You can review the grid and make changes in your parameters until it looks how you want it to look. This will be the grid that applicants use to schedule their interviews.

What expenses will my program have to cover?

We obtain a group rate at each hotel. The rate varies between \$119 and \$140 per room per night depending on location. Details will be provided online in early October. Your program will be responsible for all charges specific to your faculty. For example:

- all interview and sleeping accommodations per room, per night plus tax
- all food and beverage expenses
- parking charges where applicable
- all catering and/or room service expenses, if used
- large interview spaces (boardrooms and meeting sections) will be charged at the per night room rate or may have a small set-up fee, depending on the contract with the hotel

How will I know which candidate has scheduled and when?

Programs indicate online at CASPRweb.org which candidates they wish to interview. Only these students will be allowed to schedule interviews. When scheduling opens, these candidates log in to their CASPRweb account and create their interview schedule based on the grids provided by the programs. As students schedule, residency programs can see the slots fill up on their schedule and know how many students have scheduled to date. On the Tuesday prior to the CRIP weekend, you will be able to view the names of the students that have scheduled and print a draft copy of your schedule. Changes do occur prior to and during the weekend, so the final copy must be picked up at CRIP registration.

How will I be notified about changes in my schedule during the weekend?

A faculty representative or director will stop by the CRIP Registration Area prior to the start of interviews to pick up a packet of information, which will include the most current schedule. As adjustments occur to this schedule throughout the day, CRIP staff will notify the program by placing a bright orange card under the door with the appropriate information.

How do I arrange call backs?

Upon the completion of your initial interviews, use the form provided in your CRIP packet to circle the names of those candidates you would like to see again. Turn this form into CRIP as soon as it is available, providing the length of each interview, when you wish to begin, provision for lunch break, if needed, and the room where the call backs will be held. CRIP staff will post your list by CASPR ID number and assign interview times based on the candidate's schedule. You will be provided with a schedule as soon as times have been confirmed with applicants.

During or following interviews what can I tell applicants about our program ranking choices?

It is acceptable and can be quite helpful to an applicant for the residency program to verbally communicate that their program will rank the applicant. You may state the rank number specifically or give a range, ie: "You are one of our top five choices." An applicant may volunteer this information as well ie: "I am really impressed with your program opportunities and consider it one of my top five choices." **However, neither a program nor an applicant must ever be required to state a rank order or make any commitment prior to the CASPR Match.** Applicants must not be required to list other programs that they are interested in pursuing, either.

We hope we have answered many of your questions regarding CRIP participation. If additional questions or a situation that may be unique to your program should arise, please contact our office. We look forward to working with you throughout the upcoming year.

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