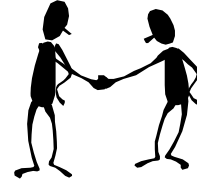# Welcome to CRIP

More than 75% of CASPR residency programs and 94% of students participate in the Centralized Residency Interview Program (CRIP) annually. If you have not tried attending CRIP, 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 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 CRIP. 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 is CRIP held?

CRIP is currently held in one centralized location (Frisco, TX) for a 6-day period Thursday through Tuesday. Programs are grouped by East/West and continue to rotate annually.

How do I indicate my intention to participate in CRIP?

Please indicate your intention to attend CRIP when you complete your registration. Whether you are attending CRIP or not will appear on the CASPR Directory page. 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 section on our web site, www.casprcrip.org, in the Directory listing and under Especially for Students.

How do I make hotel reservations?

In early November, 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 hotel is an all suite hotel with a center atrium and a business center with meeting rooms. 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 meeting rooms 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 and other comfortable seating. A detail description of the hotel property is provided on the www.casprcrip.org site in the "Especially for Residency Directors," under "CRIP Hotel Information."

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 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 the evening before to be ready to begin interviewing depending on the section assigned. They are advised not to book return flights before the last day of their section. Some programs begin after 3pm on the Thursday 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 same day or 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 November 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. Details are provided on www.casprcrip.org. 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 (meeting rooms) 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 by granting them interviews. 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. A few days prior to CRIP, 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 CRIP, so the final copy must be picked up at CRIP registration.

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

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. Please allow a few hours turnaround if you plan on having same day callbacks. More information about callbacks can be found on the User Guide found in the "Especially for Residency Directors" section on www.casprcrip.org.

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

Given the feedback from the schools and experience with the overall process, it is not recommended for the residency program to verbally communicate that their program will rank an applicant. It negatively impacts the ranking behavior of a student, who should be ranking programs based on their criteria, not on whether they think they will match. An applicant may volunteer this information to the residency program, i.e. "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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