



Picking a Resident out of the Herd: Resident Interview and Selection

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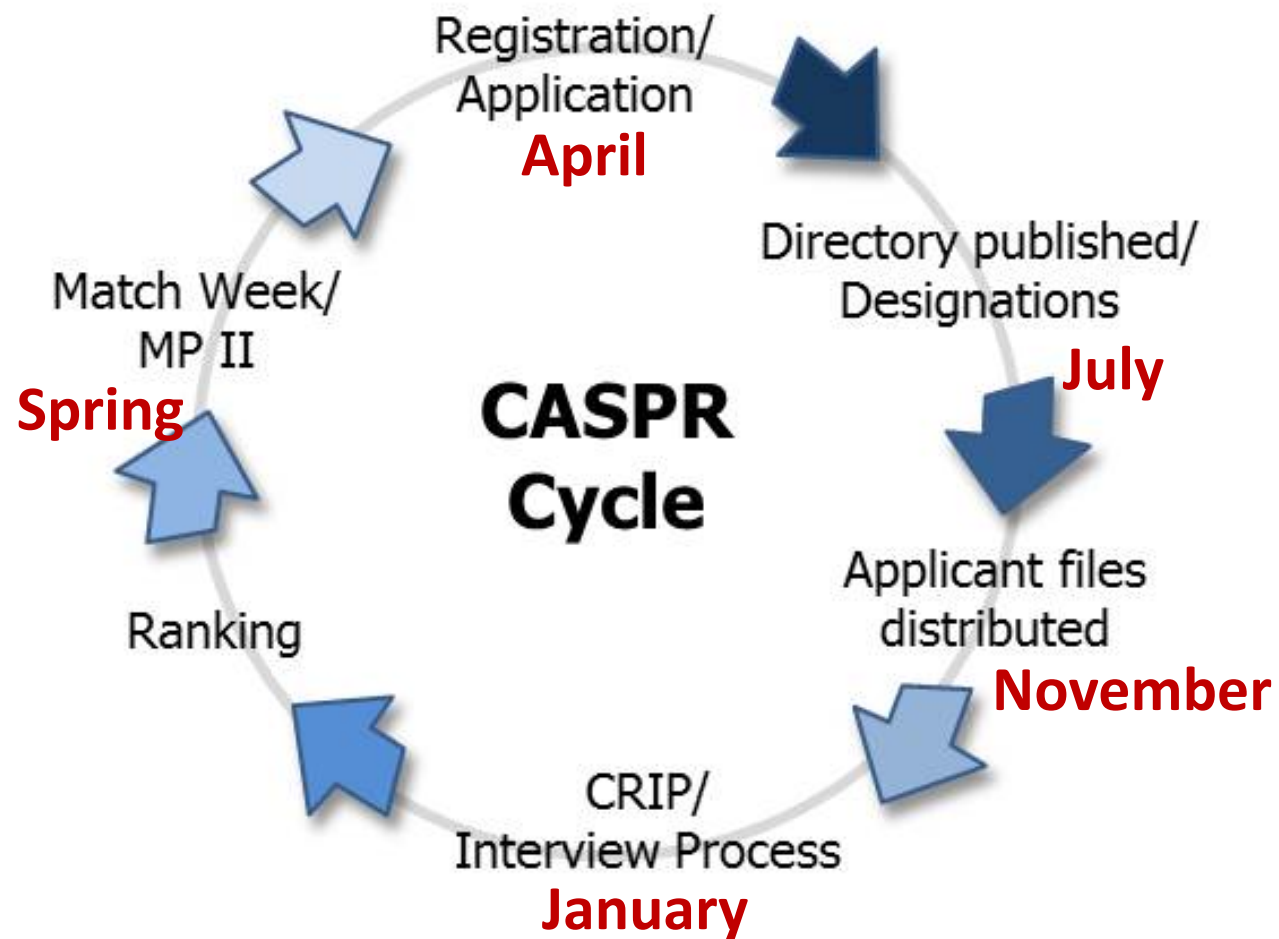
WEDNESDAY, FEBRUARY 19 - SATURDAY, FEBRUARY 22, 2020

Disclosures

- Still none
- But I'm open to offers!



CASPR – Centralized Application for Podiatric Residencies



The AACPM 2019 Data* Suggest You may need to Sell your Program

- 2019 residency placement status update from AACPM*
- Residency applicants – 571
- Active positions 597
- All but 1 applicant placed
- Candidates may interview with 20 programs
- Competition for the best applicants!
- Especially URM applicants

[*http://www.casprcrip.org/html/casprcrip/pdf/PlacementUpdate.pdf](http://www.casprcrip.org/html/casprcrip/pdf/PlacementUpdate.pdf)



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Approach to Finding the Best Resident Fit

- Be clear about what candidate attributes you value
- Know your own and your program's mission and values
- Know your program's strengths and be prepared to **sell** them
- How important is diversity to you?
 - Strategies to increase URM recruitment



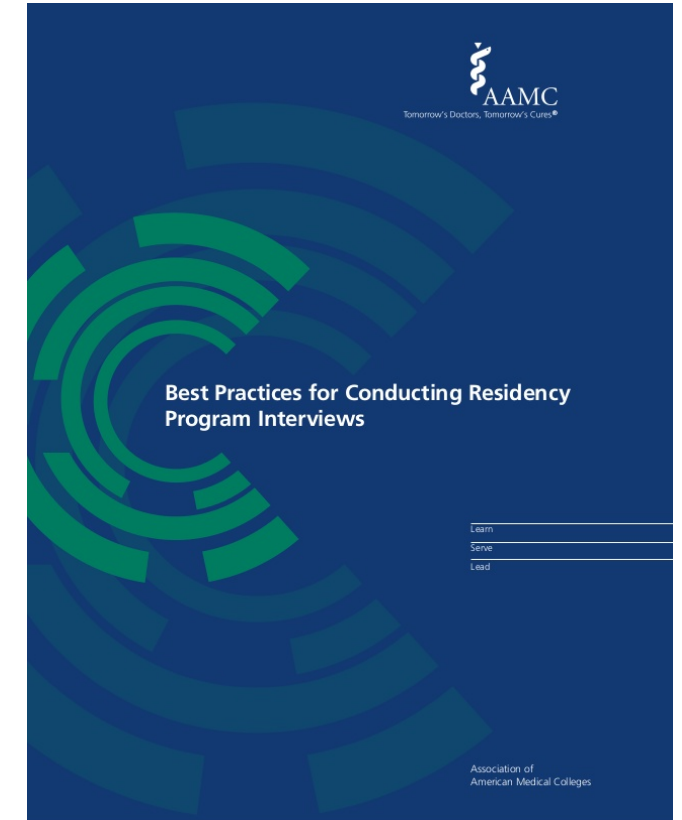
Where to start on a plan for recruitment?

- Start with program mission, vision, goals and values
 - These should exist: They should be simple!
- Conduct a Values Sort exercise – it's who you are
- Be clear on what makes your program stand out
 - Research and academics?
 - Strong surgery programs / fellowships?
 - Care of the underserved?
 - Diverse populations?
- Compose a 15-30 second program “elevator speech” – 3 points
 - Promotes consistency across interviewers



Best strategies for interviewing*

- Structured interviews improve validity, reliability and fairness
 - Preferred by applicants
- Train your interviewers!
- Ask the same questions of all applicants
- Use behavioral or situational examples
- Use simple rating scales
 - (3-5 point scale rather than 9-10 point)
- Limited or no discussion between interviewers
- Consider a “red flag” free text box



[*https://www.aamc.org/system/files/c/2/469536-best_practices_residency_program_interviews_09132016.pdf](https://www.aamc.org/system/files/c/2/469536-best_practices_residency_program_interviews_09132016.pdf)

Want to Improve Candidate Diversity? Applicant Ethnic / Gender ID Profiles*

- 2018-19 – women 40% of matriculating applicants
- 2017-18 Applicant Ethnic breakdown

Ethnic ID	Caucasian	African American	Hispanic / Latino	Asian/ Pacific Islander	Did not report
% Applicants	24%	7%	6%	17%	46%

[*https://www.aacpm.org/statistics-2/](https://www.aacpm.org/statistics-2/)

Strategies for Improving Diversity*

- Recruiting URM candidates is a zero sum game
- Grant externships / visits to a diverse group of URM students
- Present a diverse panel of interviewers (including residents)
- If not participating in CRIP, consider “diversity interview days”
- Group URM applicants so they see colleagues who look like them
- Consider diversity when ranking
- Ongoing mentoring for success

*Improving Diversity Through Strategic Planning: A 10-Year (2002–2012) Experience at the Medical University of South Carolina. Deas, Debra et al. Acad Med, Vol. 87, Nov 2012 P1548-55



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Thank you and the best of luck in the Match!



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