



Residency Director's Forum

*Picking A Resident Out of the Herd:
Resident Interview and Selection*

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**American College of
Foot and Ankle Surgeons®**

2020 ACFAS SCIENTIFIC CONFERENCE

HENRY B. GONZALEZ CONVENTION CENTER | SAN ANTONIO, TEXAS

WEDNESDAY, FEBRUARY 19 - SATURDAY, FEBRUARY 22, 2020

Disclosures / Consultant:

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Our Program: MedStar Health

- Washington DC Based
- PMSR/RRA
- 8 Residents Per Year
- Began in 1992
- 36 Sites of Care
- 4 Externs Per Month
- 2 Core Students
- DLS Fellowship



Resident Selection Begins at Clerkships!

- DPM Clerkship Application reviews are key
- Work proactively with students for month selection
- Direct connection between this process and CASPR / CRIP



Externship / Clerkship Month

- Meet with students throughout the month
- Meaningful topic presentation
- Expose them to all aspects of the residency program
- Encourage Resident / Student interaction and teaching
- Clearly a 2 Way Street!



CASPR / CRIP

- Initial cuts based on GPA and Class Rank minimum criteria
- Grant Interviews to ~60
- 1st Interview
 - 20 students per room
 - 20 minute interview slots
 - 1-2 Attendings, 1-2 Residents
 - Intro, Personal Statement
 - Cases with paper slides
 - No hands on



CASPR / CRIP

- 2nd Interview – Call Backs
 - Entire team in the room
 - 26 students in 15 min slots
 - Social questions
 - Shuffle to Top/Middle/Bottom

- Review with team and program

- Rank List



The Right Match

- Personal Statement
- Match for workload
- Geography matters
- Family in the area
- Calls to Pod School contacts
- Resident contacts
- Letters of Recommendation?



Caution!

- Resident bias
- Grades vs personality
- What to disclose
- What NOT to disclose
- Student promises?
- Favors / paybacks
- Couples match



The Process?

- Ritual Based...and that is ok
- Have fun with it
- Great team building

- Tables are turned now?
- Right sizing?
- Match prioritizes the student

