

## Dear GME Community,

The recent tragic death of a resident in California from domestic abuse reminded me that it is time to update the **GME Crisis Response protocol** - a grim protocol that is profoundly useful if the unthinkable happens: the very rare case of resident or faculty death. I was the Program Director in the early 2000's when one of my residents died in the postpartum period. My ability to communicate with our residents and 'deal' with the situation, staffing, funeral and aftermath of disbelief and grief was compromised by my own profound grief and shock. We have had, sadly, several core faculty deaths in recent months and this protocol can be modified for department or division use as well.

I refuse to end on that note – so I will end with some good news that I shared with the residents/fellows last week:

- We received a generous **philanthropic contribution for next year's Resident Appreciation Week** by a donor grateful for the contribution of our GME trainees
- **Primary Care Doctor for new Interns and Fellows**
  - Based on (another) excellent suggestion from an EM resident – all new interns and fellows are being offered the opportunity to be matched to a primary care doctor – shortly after Match Day – *before* they are technically employed. This will make it MUCH easier for new residents to access primary care for themselves and their families immediately upon starting their new jobs.
- **Resident Research Travel Fund** – we were able to find additional funds for this fund to support 4 additional residents or fellows to attend an educational conference at which they are presenting original research.
- **DEI funding:** Happy to report that MaineHealth Office of DEI granted the GME DEI sub-committee – on which many residents serve – a generous grant to support on-going and new GME DEI efforts! This is a great committee to be involved in – if you are interested in participating please contact current Chair Erin Belfort (PD Child Psych) ([Erin.Belfort@mainehealth.org](mailto:Erin.Belfort@mainehealth.org)) or in-coming Chair Casey MacVane (EM PD) ([Casey.Macvane@mainehealth.org](mailto:Casey.Macvane@mainehealth.org)).

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## Important Updates:

- **Policy Updates:** GME Crisis Response Protocol
  - **Please ask residents and fellow (and others...) to update address and emergency contact in New Innovations**

- **Common competency-based Faculty Evaluations**

- Small fellowship programs have difficulty maintaining anonymity for learner evaluations (as required by the ACGME). One solution – suggested by a recent ACGME site reviewer – is to **batch learner evaluations of the same faculty from both residents and fellows**.
- Attached is an excellent example of a competency-based faculty evaluation shared by Patrick Mailloux (IM CC PD). Even if your programs will not ultimately share evaluations, please take a look at the **benefits of using a competency-based evaluation** to give faculty high quality, actionable, teaching-related feedback
- Central GME is working to put a template into New Innovations and figuring out the mechanics of sharing evaluations between programs
- This strategy was *strongly supported* by MaineHealth Legal Counsel

- **Changed ILP language** As discussed at the last PD meeting, we are going to change the name of the documents utilized when a resident/fellow is not meeting expectations to decrease confusion of ‘regular’ ILPs with those utilized in a performance-improvement situations. We will start using the verbiage “**Personalized Performance Improvement Plan (PPIP)**” as of July 1, 2023. **All PIPPs need to be reviewed by DIO before given to the resident/fellow.**

Old Name	<b>New name</b>	Notes
Focused – Individualized learning plan (F-ILP)	Focused – Personalized Performance Improvement Plan (F-PPIP)	To be used when there is a deficiency in <b>only one</b> core competency area
Remediation – Individualized learning plan (R-ILP)	Remediation – Personalized Performance Improvement Plan (R-PPIP)	
Probation – Individualized learning plan (P-ILP)	Probation – Personalized Performance Improvement Plan (P-PPIP)	
Individualized learning plan (ILP)	Individualized learning plan (ILP)	Unchanged – every learner needs one updated every 6 months

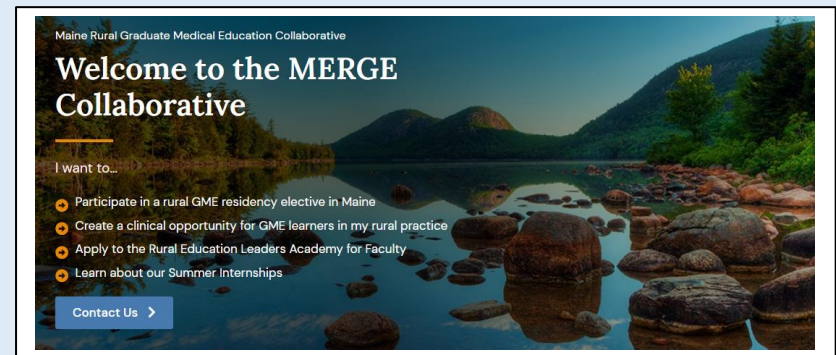
- **Post-Match resident/fellow survey results:** I’m sharing these transparently this year, not just with individual programs. Lots of interesting themes to think about....
- **Graduate coffee** Dr. Botler is hosting a coffee for graduates with Dr. Varaklis on Wednesday, May 31<sup>st</sup> at 4:00 – 5:00

- **House Officer's Loan:** Remember that there is a 0% interest loan (during residency) for those in need of up to \$4,000 to cover unexpected expenses – very common during transition from residency to practice or fellowship.

**The Maine Rural GME Education (MERGE) Collaborative** is a new, Maine State-funded grant project to create the first-ever GME Collaborative In the State of Maine – to develop an infrastructure of high-quality GME training sites to support the recruitment of rural physicians

in Maine. The Collaborative has already created **5 new rural training sites**, including:

Addiction Medicine	Western Maine Family Medicine
Rural Family Medicine	Western Maine Family Medicine
Rural Psychiatry	Franklin Community Health Network
Internal Medicine	Franklin Community Health Network
Emergency Medicine	Franklin Community Health Network



Check out the website for more information, application materials and please share with interested residents! [Merge Collaborative – Maine Rural Graduate Medical Education Collaborative](#)

### GME Faculty Development Podcast:



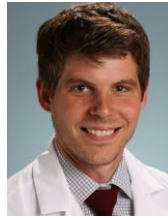
**Medical Education Podcast:** <https://keylimepodcast.libsyn.com/410-re-run-of-episode-222-growing-into-a-mentor> Interesting podcast for new mentors – how do we transition from being mentored to mentoring others (well)?

## Welcome to New Assistant/Associate Program Directors over the last few months...

- **Jed Pilkington** has been appointed as the Associate Program Director for Infectious Disease fellowship.
- **Tom Carraway** was appointed as Assistant PD for Diagnostic Radiology residency
- **Heidi Miller** has been appointed Assistant PD for General Surgery residency
- **Rhiannon Liu** is the new Assistant PD for Hospice and Palliative Medicine fellowship



Pilkington



Carraway



Miller



Liu

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## Educational Opportunities

- **MITE Faculty Development Tip: Enhancing Curricula with Information Literacy Frameworks** Amy Moore, MLIS [Click Here for the Tip](#)

**QI/PS Hot Topic Tip “Eight Wastes in Healthcare”** by Katie Mahannah, Program Manager for MH Performance Improvement. **VERY informative!** [Click Here for the March QI/PS Hot Topic](#)

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## Check out recent Resident Publications!

**Vernamonti JP (Surgery)**, Lotakis DM, Hartman H, Dougherty D, Jarboe MD. [Ultrasound assessment of abdominal adhesions in neonates: data over dogma for re-operative timing.](#) *Pediatr Surg Int.* 2023 Mar 1;39(1):143. doi: 10.1007/s00383-023-05430-0.

Farrell M, Fairfield H, **Karam M (Neurology)**, D'Amico A, Murphy CS, Falank C, Pistofidi RS, Cao, A, Marinac CR, Dragon JA, McGuinness L, Gartner CG, Iorio RD, Jachimowicz E, DeMambro V, Vary C, Reagan MR. [Targeting the fatty acid binding proteins disrupts multiple myeloma cell cycle progression and MYC signalin.](#) *Elife.* 2023 Mar 7;12:e81184. doi: 10.7554/eLife.81184.

**Nwanna-Nzewunwa O (Surgery)**, Agwang E, Carvalho M, Ajiko MM, Oke R, Yoon C, Diab MM, Kirya F, Marseille E, Juillard C, Dicker RA. [A cost-effectiveness analysis of surgical care delivery in Eastern Uganda-a societal perspective.](#) BMC Health Serv Res. 2023 Mar 15;23(1):256. doi: 10.1186/s12913-023-09216-x.

**Waked R (Internal Medicine)**, Craig WY, Mercurio NJ, Wungwattana M, Wood E, Rokas KE. [Uncomplicated Streptococcal Bacteremia: The Era of Oral Antibiotic Step-down Therapy?](#) Int J Antimicrob Agents. 2023 Mar;61(3):106736. doi: 10.1016/j.ijantimicag.2023.106736.

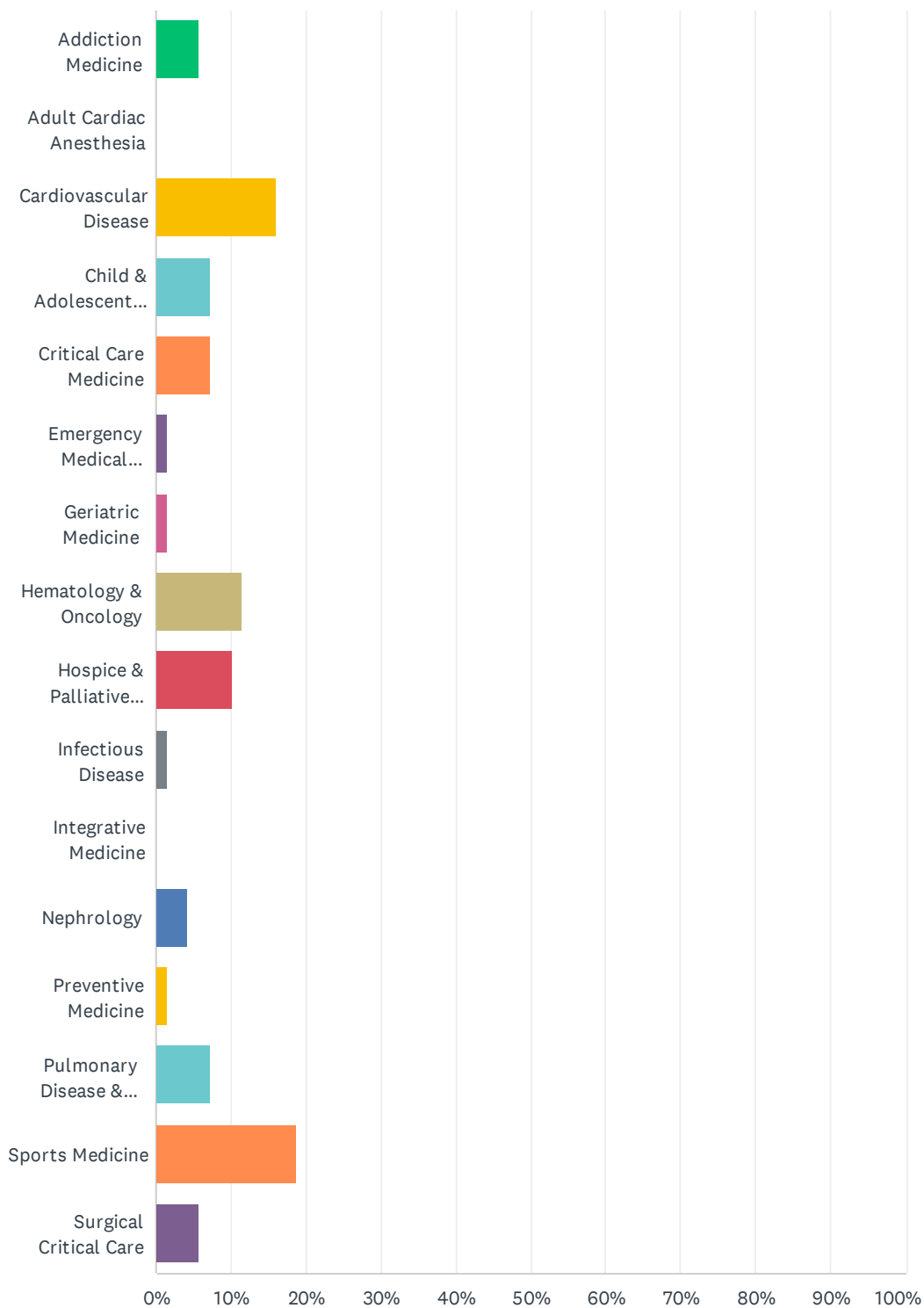
Kalli Varaklis MD, MEd  
Designated Institutional Official  
Department Medical Education  
Professor, Obstetrics/Gynecology  
Maine Medical Center

GME Committee Wednesday dates for the next 3.5 years 😊

<ul style="list-style-type: none"><li>• <b>2023 GME Committee dates</b> will continue to be the fourth Weds of every month except:<ul style="list-style-type: none"><li>• August – no meeting</li><li>• November – THIRD Wednesday, November 15<sup>th</sup>, 2023</li><li>• December – THIRD Wednesday, December 20<sup>th</sup>, 2023</li></ul></li></ul>
<ul style="list-style-type: none"><li>• <b>2024 GME Committee dates</b> will continue to be the fourth Weds of every month except:<ul style="list-style-type: none"><li>• August – no meeting</li><li>• November – THIRD Wednesday, November 20<sup>th</sup>, 2024</li><li>• December – THIRD Wednesday, December 18<sup>th</sup>, 2024</li></ul></li></ul>
<ul style="list-style-type: none"><li>• <b>2025 GME Committee dates</b> will continue to be the fourth Weds of every month except:<ul style="list-style-type: none"><li>• August – no meeting</li><li>• November – THIRD Wednesday, November 19<sup>th</sup>, 2025</li><li>• December – THIRD Wednesday, December 17<sup>th</sup>, 2025</li></ul></li></ul>
<ul style="list-style-type: none"><li>• <b>2026 GME Committee dates</b> will continue to be the fourth Weds of every month except:<ul style="list-style-type: none"><li>• August – no meeting</li><li>• November – THIRD Wednesday, November 18<sup>th</sup>, 2026</li><li>• December – THIRD Wednesday, December 16<sup>th</sup>, 2026</li></ul></li></ul>

## Q1 What fellowship program did you interview with?

Answered: 69 Skipped: 0

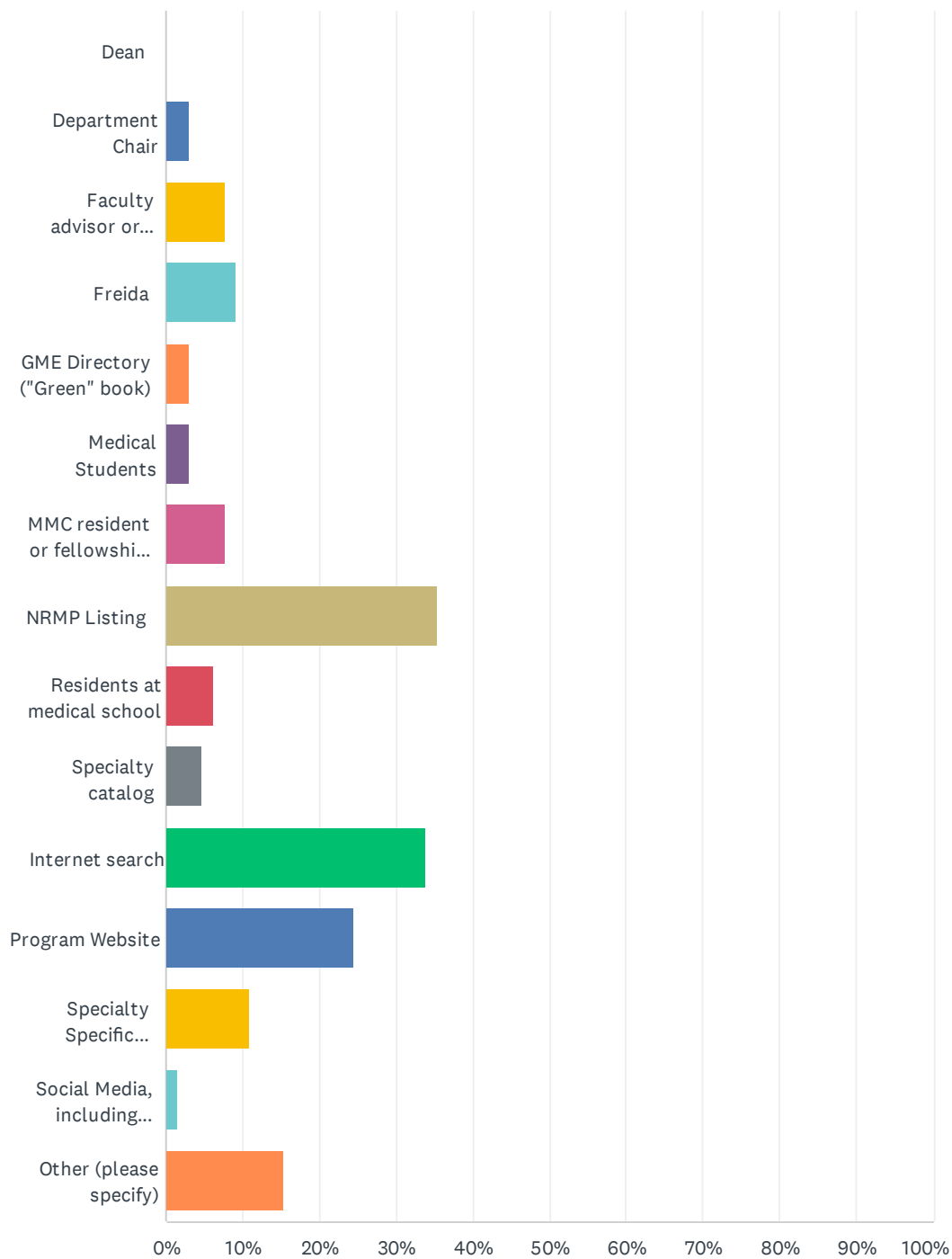


Tell us About Your Fellowship Interview at Maine Medical Center (2023 Start)

ANSWER CHOICES	RESPONSES	
Addiction Medicine	5.80%	4
Adult Cardiac Anesthesia	0.00%	0
Cardiovascular Disease	15.94%	11
Child & Adolescent Psychiatry	7.25%	5
Critical Care Medicine	7.25%	5
Emergency Medical Services	1.45%	1
Geriatric Medicine	1.45%	1
Hematology & Oncology	11.59%	8
Hospice & Palliative Medicine	10.14%	7
Infectious Disease	1.45%	1
Integrative Medicine	0.00%	0
Nephrology	4.35%	3
Preventive Medicine	1.45%	1
Pulmonary Disease & Critical Care	7.25%	5
Sports Medicine	18.84%	13
Surgical Critical Care	5.80%	4
<b>TOTAL</b>		<b>69</b>

## Q2 How did you first learn about our training program?

Answered: 65 Skipped: 4



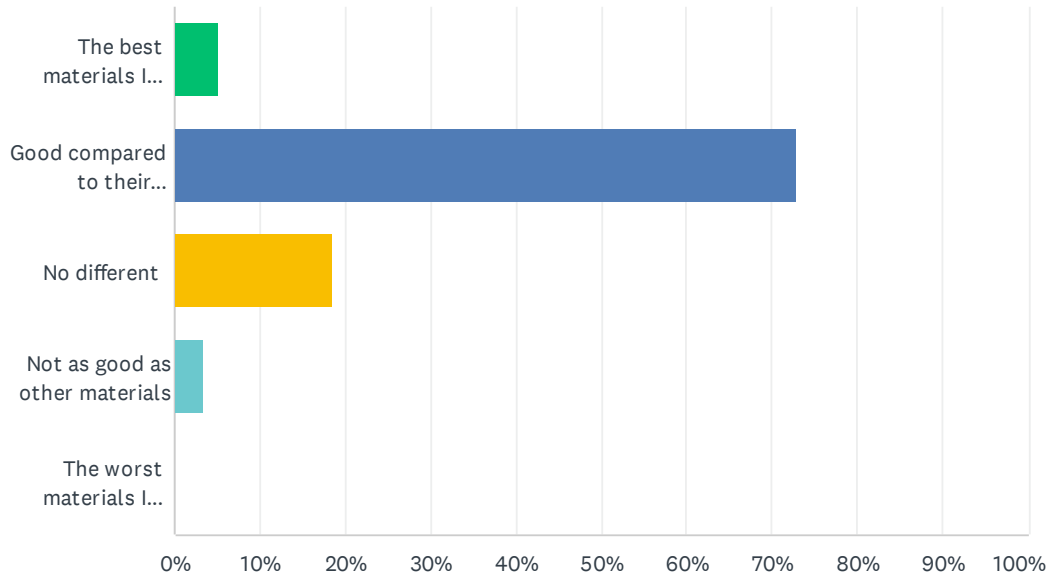
Tell us About Your Fellowship Interview at Maine Medical Center (2023 Start)

ANSWER CHOICES	RESPONSES
Dean	0.00% 0
Department Chair	3.08% 2
Faculty advisor or other faculty	7.69% 5
Freida	9.23% 6
GME Directory ("Green" book)	3.08% 2
Medical Students	3.08% 2
MMC resident or fellowship alumni	7.69% 5
NRMP Listing	35.38% 23
Residents at medical school	6.15% 4
Specialty catalog	4.62% 3
Internet search	33.85% 22
Program Website	24.62% 16
Specialty Specific Website	10.77% 7
Social Media, including Twitter, Instagram, Facebook, etc. (please comment below in the comment field)	1.54% 1
Other (please specify)	15.38% 10
Total Respondents: 65	

#	OTHER (PLEASE SPECIFY)	DATE
1	I grew up wanting to work at Maine medical.	3/7/2023 12:54 PM
2	Through the sports medicine research consortium lectures	3/3/2023 8:21 PM
3	Maine Marathon	3/2/2023 1:03 PM
4	Learned about it when I was looking for palliative care rotations 4th year and it was one of the options listed for MMC on VRAS	3/2/2023 9:26 AM
5	A friend	3/2/2023 9:02 AM
6	AMSSM conference	3/2/2023 8:55 AM
7	Program Director	2/24/2023 12:23 PM
8	ACGME page for newly accredited programs	2/21/2023 11:21 AM
9	I rotated as a medical student	2/18/2023 3:46 PM
10	Location (New England), ERAS	2/16/2023 12:25 PM

### Q3 How would you compare the information on our fellowship program's website to other training program's websites?

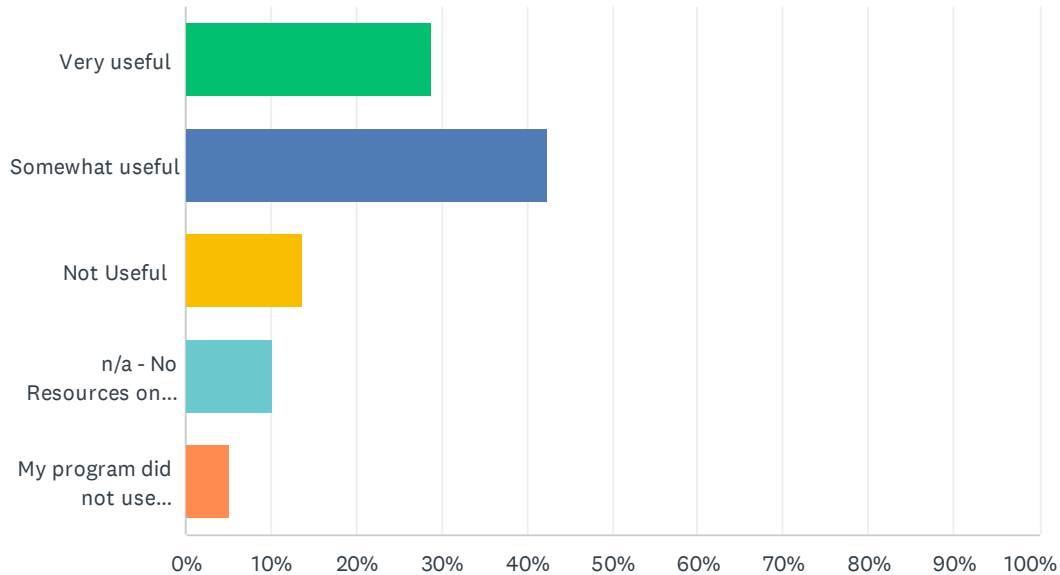
Answered: 59 Skipped: 10



ANSWER CHOICES	RESPONSES	
The best materials I viewed	5.08%	3
Good compared to their materials	72.88%	43
No different	18.64%	11
Not as good as other materials	3.39%	2
The worst materials I viewed	0.00%	0
<b>TOTAL</b>		<b>59</b>

## Q4 Did you find the resources on Thalamus (video tours, links to resources) useful as you explored our training program?

Answered: 59 Skipped: 10



ANSWER CHOICES	RESPONSES	
Very useful	28.81%	17
Somewhat useful	42.37%	25
Not Useful	13.56%	8
n/a - No Resources on Thalamus	10.17%	6
My program did not use Thalamus for interviews	5.08%	3
<b>TOTAL</b>		<b>59</b>

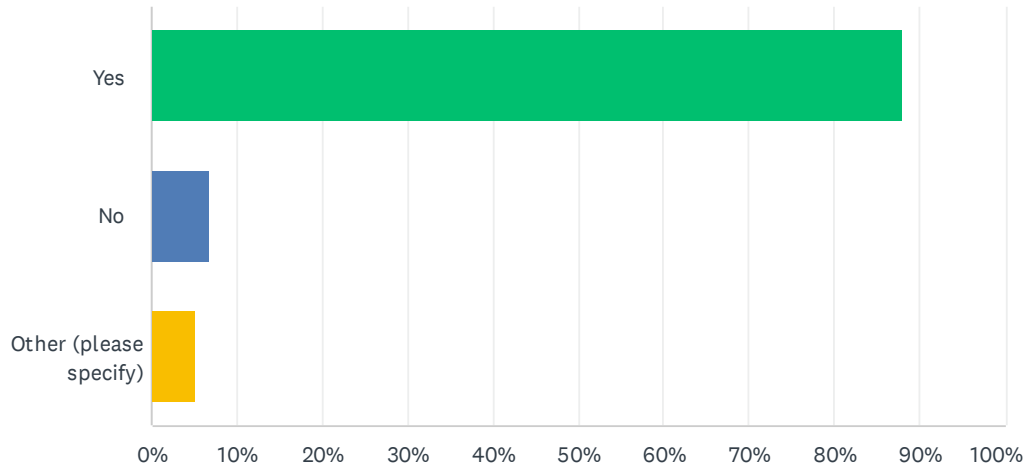
## Q5 Overall, how could we improve our website?

Answered: 15 Skipped: 54

#	RESPONSES	DATE
1	Include the schedule details on the website (specifically that it fellows change rotation every week, etc) New program so I do not remember if there were graduates yet, but going forward include where graduating fellows ended up.	3/11/2023 7:23 AM
2	Felt all appropriate information was provided	3/9/2023 1:04 PM
3	More curriculum details. Sample rotation schedule	3/4/2023 6:22 PM
4	Website was excellent. Thalamus was complicated.	3/2/2023 1:04 PM
5	Website is good; the video is a nice touch Would be good to expand FAQ section Hard to determine competitiveness of program from any resources online	3/2/2023 9:28 AM
6	The independent site was the primary source of information.	2/24/2023 12:25 PM
7	not sure, overall it gave an excellent overview of the program	2/23/2023 2:17 PM
8	Very impressed with interview process	2/23/2023 12:33 AM
9	The hemonc fellowship program website was very informational	2/21/2023 11:22 AM
10	Residents need to be listed on the website	2/20/2023 2:50 PM
11	still does not have a current listing of the program fellows, would be great if the website could be kept up to date each academic year	2/16/2023 6:56 PM
12	Nobody has a great website, it's fine	2/16/2023 12:28 PM
13	Update information and more detail in general about the program	2/16/2023 12:22 PM
14	I remember the online presence as being a relative strength compared to other programs I looked at. The biggest thing I wanted to see was information on the fellows specifically, current fellows and their backgrounds and employment of past fellows, which I think your program did a good job of.	2/16/2023 12:21 PM
15	Send out sample schedule of year to all candidates. Call schedule was a bit confusing.	2/16/2023 12:20 PM

## Q6 Did you feel that the videos our website provided you with gave you a better idea of what it is like to train at MMC?

Answered: 59 Skipped: 10

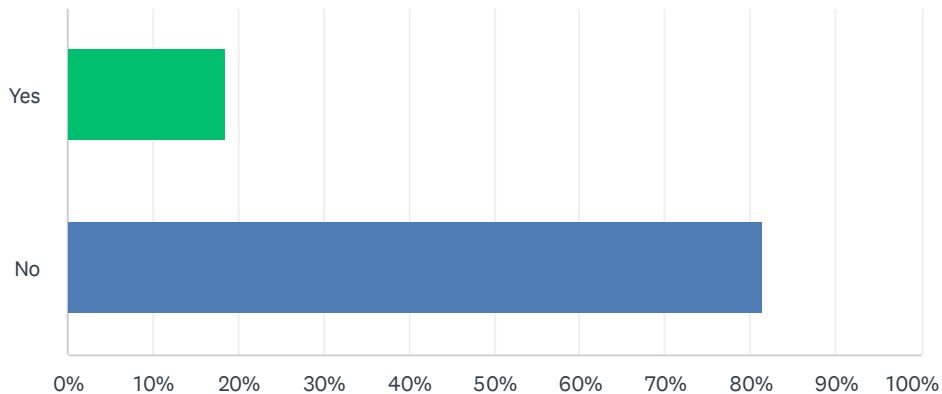


ANSWER CHOICES	RESPONSES
Yes	88.14% 52
No	6.78% 4
Other (please specify)	5.08% 3
<b>TOTAL</b>	<b>59</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Everyone always shows the best parts of their hospitals— it's always hard to judge off videos	3/7/2023 1:02 PM
2	Not sure	2/24/2023 12:25 PM
3	I didn't watch	2/16/2023 6:24 PM

### Q7 Did you use social media (including Twitter, Instagram, Facebook, etc.) when selecting your fellowship program?

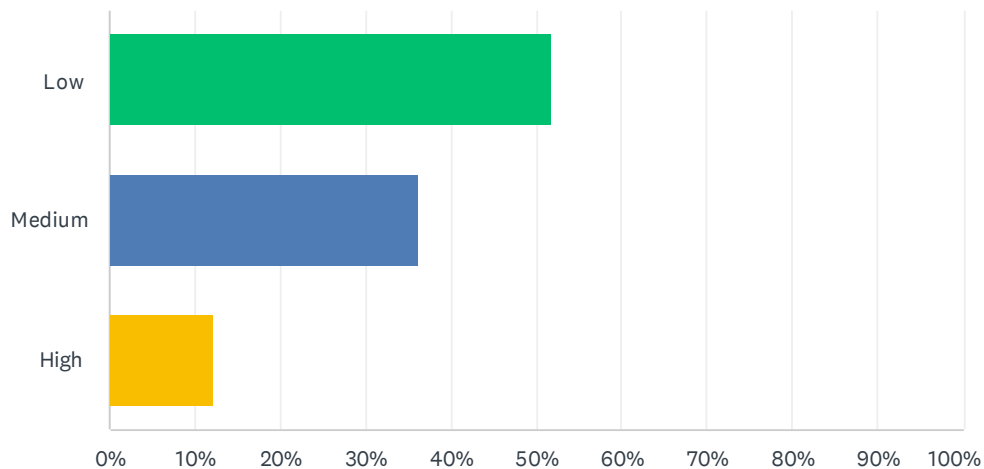
Answered: 59 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	18.64%	11
No	81.36%	48
TOTAL		59

## Q8 To what degree to you consider it important that a fellowship program has a presence on social media?

Answered: 58 Skipped: 11



ANSWER CHOICES	RESPONSES	
Low	51.72%	30
Medium	36.21%	21
High	12.07%	7
<b>TOTAL</b>		<b>58</b>

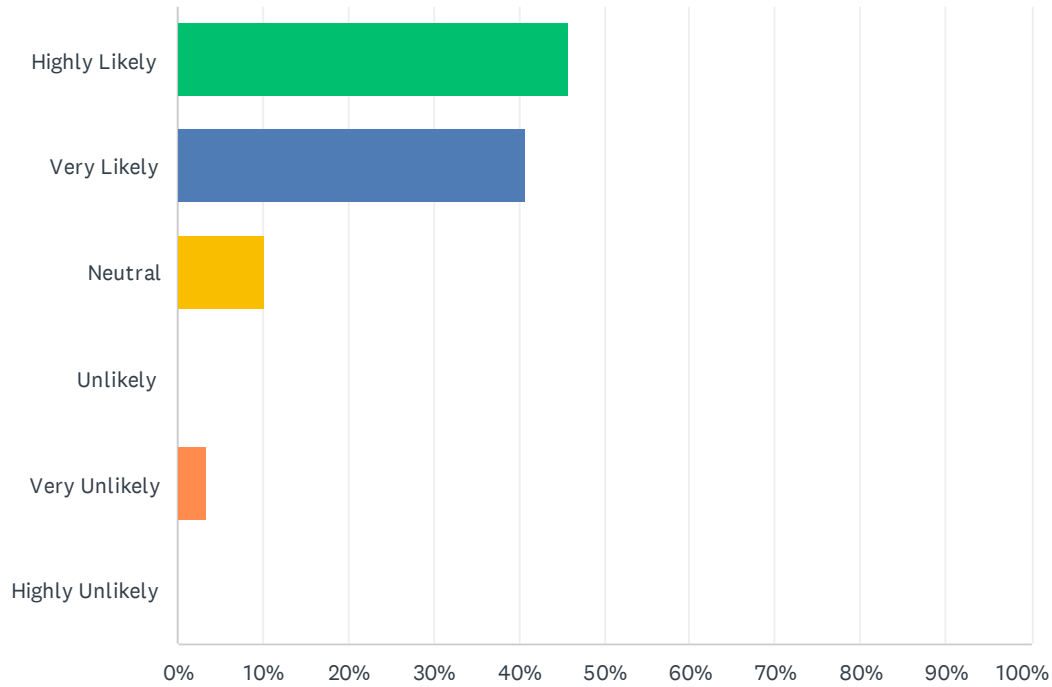
## Q9 Please provide any other comments on the role of social media by fellowship programs during the fellowship application and interview process.

Answered: 13 Skipped: 56

#	RESPONSES	DATE
1	Did not consider at all.	3/11/2023 7:23 AM
2	I would prefer to gather information from your program website than social media	3/9/2023 1:04 PM
3	NA	3/7/2023 1:02 PM
4	I appreciate the "sneak peak" that social media posts provide. Not being able to see many places in person, all the extra photos and video, especially of people and places, gives a better sense of a place and program.	3/4/2023 6:22 PM
5	i'm not on it much for professional things so it's not important to me	3/2/2023 4:44 PM
6	n/a	3/2/2023 9:28 AM
7	Quite variable, but can contribute in a positive way.	2/24/2023 12:25 PM
8	I feel presence on twitter and facebook is helpful.	2/21/2023 11:22 AM
9	Absolutely loved the program. Highly ranked but chose my number 1 based off location being closer to home	2/17/2023 11:22 AM
10	I think it's an opportunity to highlight the environment and feeling of a program in a way that is difficult to do across other platforms	2/16/2023 6:13 PM
11	I would say I used YouTube to look for insights about the programs, area	2/16/2023 3:39 PM
12	I think it can be a red flag when programs have social media accounts that are online but haven't been updated in years, or which have overly curated content that seems fake.	2/16/2023 12:21 PM
13	To get to know current fellows.	2/16/2023 12:20 PM

## Q10 How likely would you have been to interview with our program if you were able to interview in person?

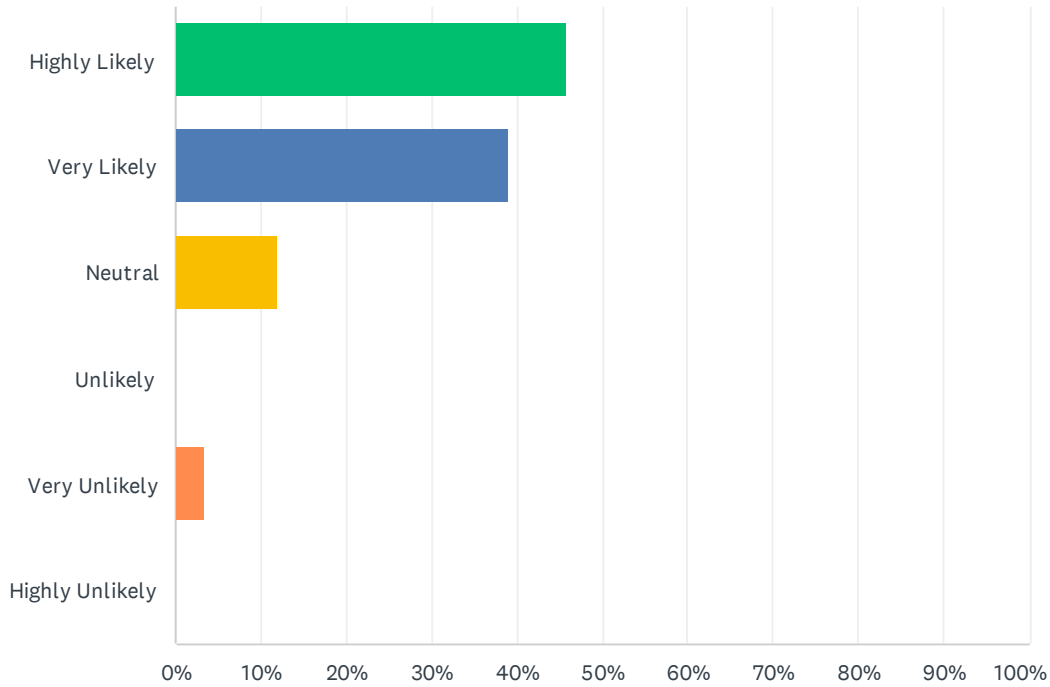
Answered: 59 Skipped: 10



ANSWER CHOICES	RESPONSES	
Highly Likely	45.76%	27
Very Likely	40.68%	24
Neutral	10.17%	6
Unlikely	0.00%	0
Very Unlikely	3.39%	2
Highly Unlikely	0.00%	0
<b>TOTAL</b>		<b>59</b>

## Q11 How likely would you have been to interview with our program if you had to travel to Maine?

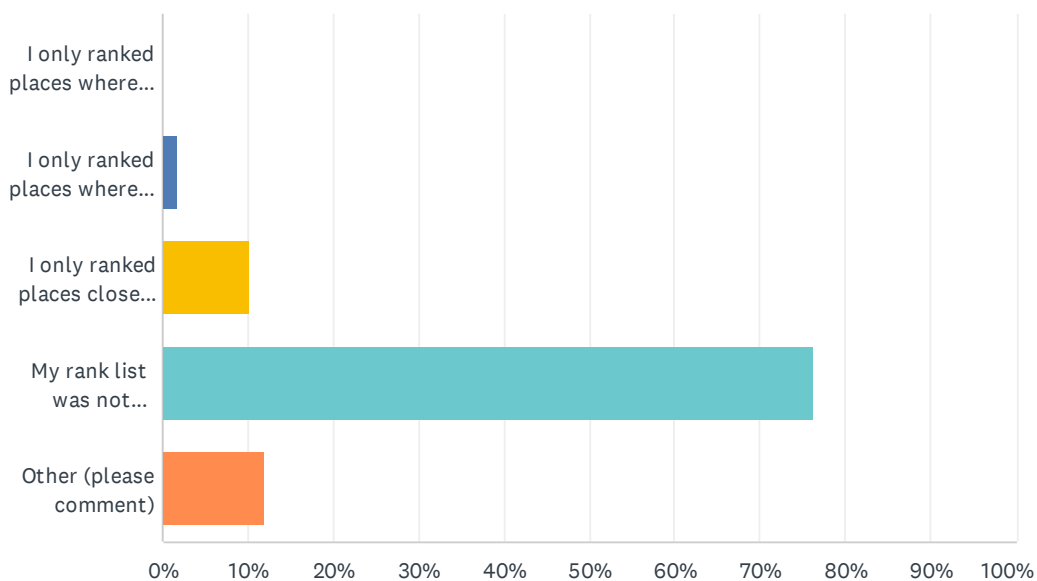
Answered: 59 Skipped: 10



ANSWER CHOICES	RESPONSES	
Highly Likely	45.76%	27
Very Likely	38.98%	23
Neutral	11.86%	7
Unlikely	0.00%	0
Very Unlikely	3.39%	2
Highly Unlikely	0.00%	0
<b>TOTAL</b>		<b>59</b>

## Q12 In what ways did virtual interviewing influence your rank list?

Answered: 59 Skipped: 10

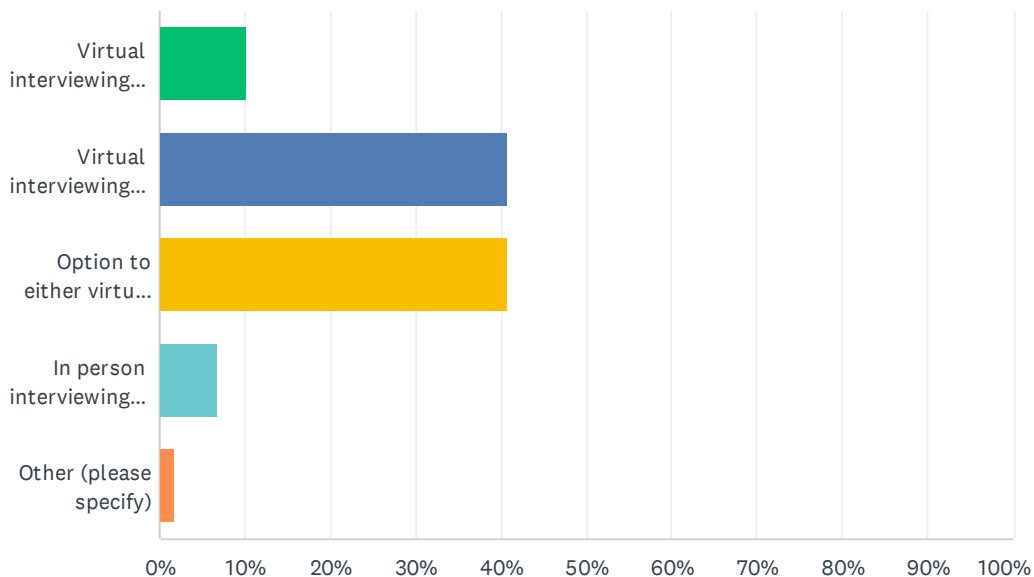


ANSWER CHOICES	RESPONSES	
I only ranked places where I have rotated	0.00%	0
I only ranked places where I have visited	1.69%	1
I only ranked places close to home	10.17%	6
My rank list was not influenced	76.27%	45
Other (please comment)	11.86%	7
<b>TOTAL</b>		<b>59</b>

#	OTHER (PLEASE COMMENT)	DATE
1	I don't know if it affected my list order but I prefer to interview in person. I like the ability to see the location and meet the people I will be working with	3/9/2023 1:05 PM
2	It did not	3/7/2023 2:36 PM
3	I ranked all out of state programs highly but ended up matching at my home program.	3/6/2023 8:31 PM
4	I had much stronger feelings about the programs where I interviewed in person	3/4/2023 6:23 PM
5	it allowed me to interview and rank places i would have not otherwise considered	2/23/2023 2:21 PM
6	I ranked anywhere I wanted to because the expenses/time commitment of travel was not an issue	2/23/2023 10:06 AM
7	I'm sure ranking would have been different based on the feel of a place that is tough to convey virtually.	2/22/2023 1:53 PM

### Q13 If you were applying again next year, which interviewing option below would be most appealing to you?

Answered: 59 Skipped: 10

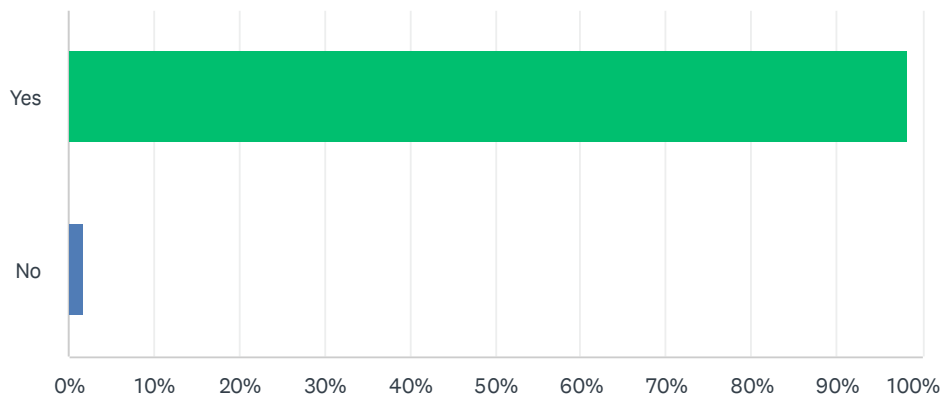


ANSWER CHOICES	RESPONSES
Virtual interviewing only with no ability to visit in person	10.17% 6
Virtual interviewing only with ability to attend in-person open house events after the program submitted their rank list, but before you submitted your rank list	40.68% 24
Option to either virtual interview or in-person interview (made by the student/resident)	40.68% 24
In person interviewing only	6.78% 4
Other (please specify)	1.69% 1
<b>TOTAL</b>	<b>59</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	not sure. there are pros and cons to both. I don think that offering both is a fair option due to implicit bias	2/18/2023 3:48 PM

## Q14 Was the Fellowship Program Manager able to answer your questions in a timely and helpful manner?

Answered: 58 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	98.28%	57
No	1.72%	1
TOTAL		58

**Q15 With reference to your interview, what stood out to you as most helpful? Please comment on communication, flow of events, fellow interaction, etc.**

Answered: 30 Skipped: 39

#	RESPONSES	DATE
1	Good to have interaction with PD and current fellows	3/11/2023 7:23 AM
2	Conversations with attendings were helpful	3/9/2023 1:06 PM
3	The entire team was great with communication and made me feel very welcome.	3/8/2023 12:15 AM
4	Good flow great coordinator	3/7/2023 1:04 PM
5	Lot of time with fellows was the highlight of the day, to see the great camaraderie at your program. Also my interviewers were warm, professional, and gave me useful advice for my career aside from the interview (particulary Dr. Afari and Dr. Francis in that regard)	3/6/2023 8:35 PM
6	Everyone was very friendly and happy to answer questions. The videos supplied before the interview were helpful	3/4/2023 6:27 PM
7	The program website was very helpful.	3/3/2023 8:29 PM
8	interview day was great, i thought flow was excellent and met/exceeded expectations	3/2/2023 4:48 PM
9	Discussing program and goals with PD and APD	3/2/2023 1:06 PM
10	It was a very long interview with multiple different providers. I would recommend narrowing it down to just 3 interviewers and providing more information overall on the program.	3/2/2023 9:32 AM
11	Communication was timely, everything went smoothly.	3/2/2023 9:31 AM
12	Passion from program director	3/2/2023 9:04 AM
13	Very easy communication with the wonderful program coordinator! I was very impressed by how prompt her replies were	3/2/2023 8:17 AM
14	It was organized well and easy to follow. Everything was prompt and on time.	2/25/2023 2:21 PM
15	Everything was great, flowed well.	2/24/2023 12:26 PM
16	flow of events, attending personality made it easy to be comfortable in an online setting	2/23/2023 2:21 PM
17	Flow of events	2/23/2023 12:35 AM
18	Amazing faculty.	2/21/2023 1:25 PM
19	The faculty	2/21/2023 11:24 AM
20	The program coordinator was wonderful! She was really helpful and organized.	2/20/2023 2:52 PM
21	The people and the flow and the easy of thalamus	2/18/2023 3:49 PM
22	Everyone was timely, answered all questions I asked	2/17/2023 5:21 PM
23	The faculty seemed very friendly and approachable	2/17/2023 11:24 AM
24	schedule format was easy to follow for the day	2/16/2023 6:58 PM
25	Info session by the PD and discussion with current fellows	2/16/2023 5:13 PM
26	The program director was very friendly The didactic was excellent	2/16/2023 3:40 PM
27	Everyone was so nice and helpful	2/16/2023 1:56 PM

## Tell us About Your Fellowship Interview at Maine Medical Center (2023 Start)

28	The culture was excellent and the fellows in particular really enjoyed the program.	2/16/2023 12:30 PM
29	I had better conversations with current fellows than at some of the other programs I interviewed. I got a very clear sense of living in Maine, of the travel to different clinical sites, of the people I would be working with.	2/16/2023 12:29 PM
30	Speaking with current fellows.	2/16/2023 12:22 PM

## Q16 Overall, how could your virtual interview experience have been improved?

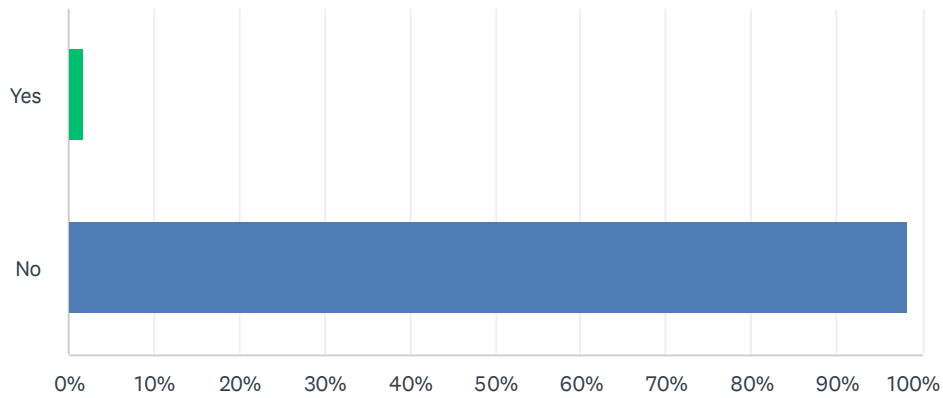
Answered: 23 Skipped: 46

#	RESPONSES	DATE
1	A bit of an explanation in the first meeting how the flow of the interviews on thalamus were going to go. Also would have been nice to have about 5 minutes between interviews.	3/11/2023 7:23 AM
2	again, personally I prefer in-person options	3/9/2023 1:06 PM
3	I had a great experience.	3/8/2023 12:15 AM
4	faculty that seems more engaged	3/7/2023 1:04 PM
5	No recommendations. The interview day was one of the best of the season. The pre and post interview day communication was prompt and helpful.	3/6/2023 8:35 PM
6	The invite to chat with the fellows before the interview came out with only one day warning, I would have been able to adjust my schedule if I had known sooner.	3/4/2023 6:27 PM
7	It would be nice to have part of the interview in person.	3/3/2023 8:29 PM
8	no changes	3/2/2023 4:48 PM
9	Utilizing system other than Thalamus. The schedule on Thalamus was not accurate and caused me to be 30 minutes late the interview.	3/2/2023 1:06 PM
10	One of the first interviewers seemed quite distracted by technology not working well--it didn't set a good tone for the interview session. I had to reach out to the program as I did not initially receive an interview invite which the admin. assistant said was an oversight. If it truly was an oversight, that seems problematic in recruitment.	3/2/2023 9:32 AM
11	People actually showing up and early at scheduled times for the interview.	3/2/2023 9:04 AM
12	N/a	3/2/2023 8:17 AM
13	No way in particular	2/24/2023 12:26 PM
14	no improvements necessary	2/23/2023 2:21 PM
15	Thalamus was used to conduct virtual interview at Maine. Experience with Thalamus interview during online streaming was poor. Signals were dropping again and again. With one interviewer, audio function did not work. Many people are used to use Zoom. Therefore a familiar technology during interviews might be helpful to reduce anxiety and prevent technical failures.	2/21/2023 1:25 PM
16	It was one of my favourite interviews	2/21/2023 11:24 AM
17	interview day felt a bit disorganized, some of the faculty interviewing me seemed to have little knowledge of me or my application which was disappointing.	2/16/2023 6:58 PM
18	More interaction with the fellows	2/16/2023 6:14 PM
19	Excellent.	2/16/2023 1:56 PM
20	It was great	2/16/2023 12:30 PM
21	The only additional thing would be to have more of an opportunity to speak with non-physicians. For addiction, talking with mental health professionals or peer support specialists is a useful perspective.	2/16/2023 12:29 PM
22	My interview day presented as very disorganized. Times were off for interviewers and interviewees so some of my interviews were literally only a few minutes long with no opportunity (I felt) for me to learn anything about the program/ for them to learn much more about me.	2/16/2023 12:27 PM



## Q17 Were you asked anything inappropriate during your interview?

Answered: 58 Skipped: 11

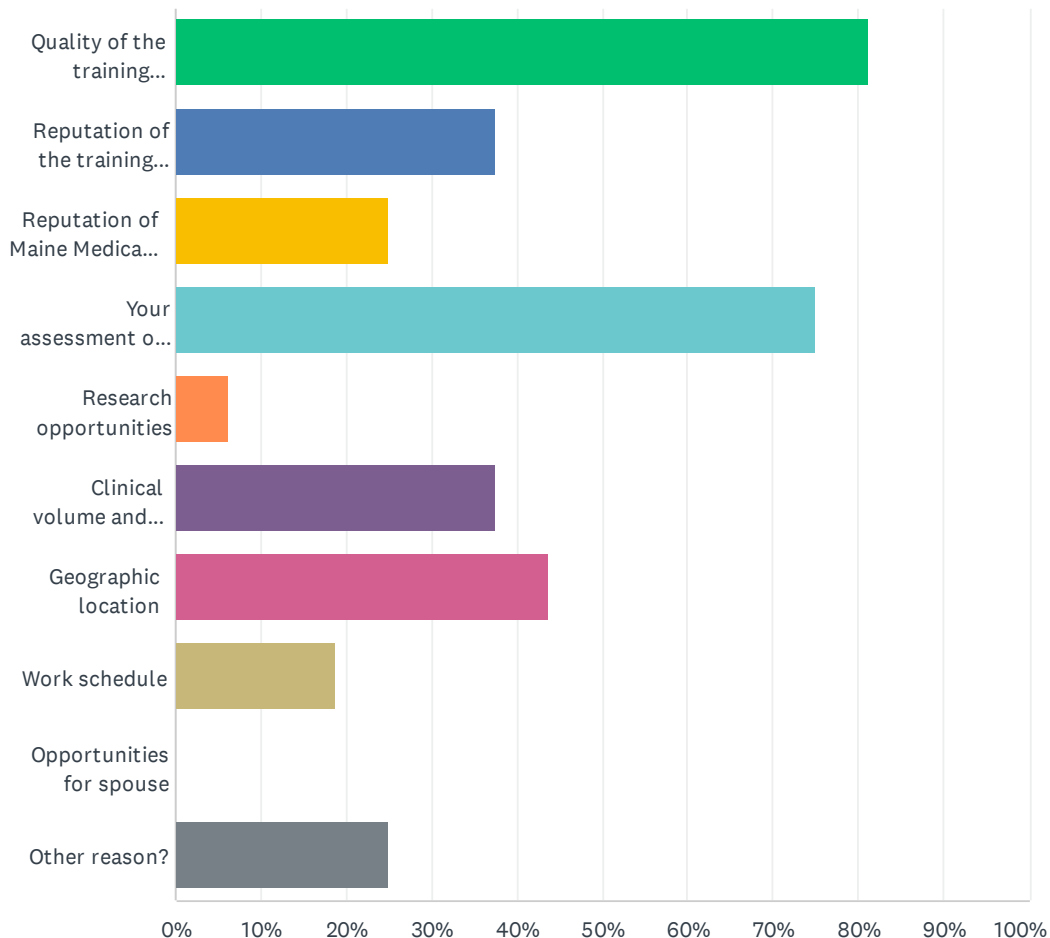


ANSWER CHOICES	RESPONSES
Yes	1.72% 1
No	98.28% 57
TOTAL	58

#	IF YES, WHAT?	DATE
1	Asked about a medical leave, although was stated did not need to respond if uncomfortable.	2/16/2023 12:22 PM

### Q18 If MMC was your first choice, please select the four factors most contributing to your ranking decision:

Answered: 16 Skipped: 53



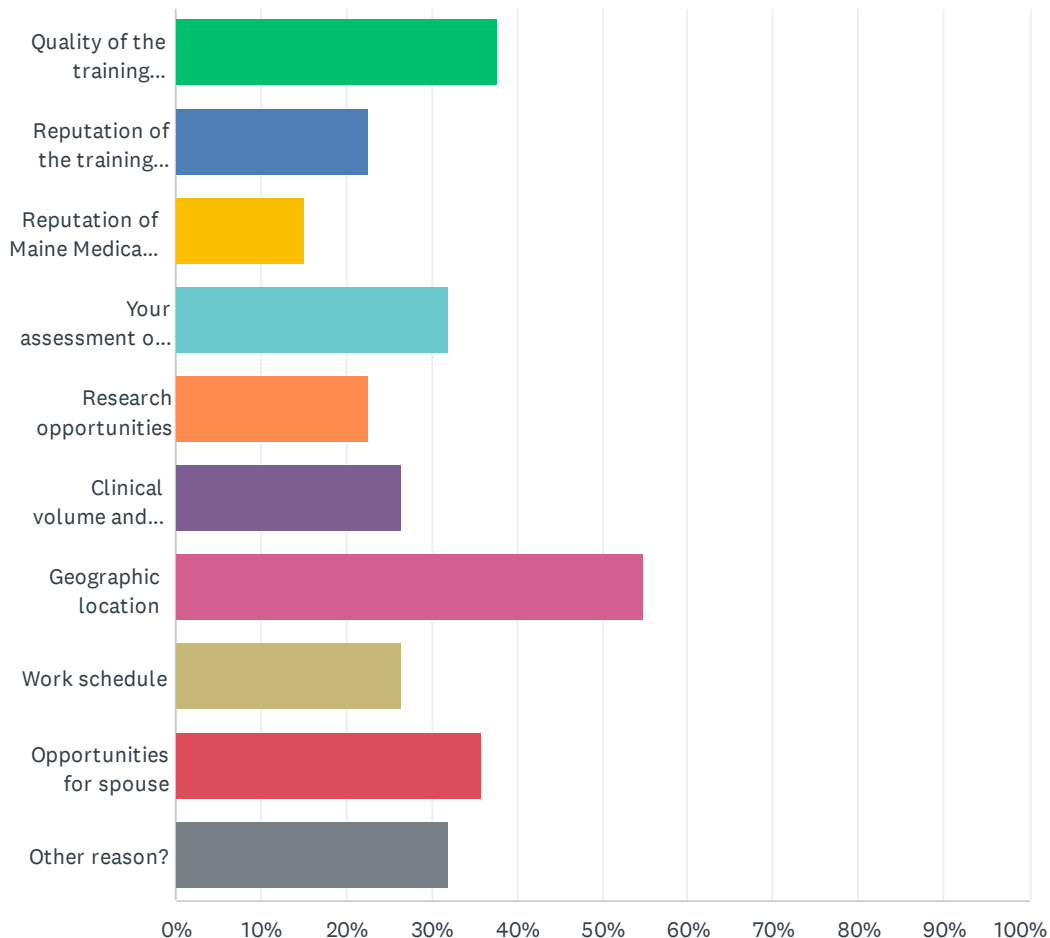
Tell us About Your Fellowship Interview at Maine Medical Center (2023 Start)

ANSWER CHOICES	RESPONSES	
Quality of the training program	81.25%	13
Reputation of the training program	37.50%	6
Reputation of Maine Medical Center	25.00%	4
Your assessment of the program culture	75.00%	12
Research opportunities	6.25%	1
Clinical volume and breadth of clinical cases	37.50%	6
Geographic location	43.75%	7
Work schedule	18.75%	3
Opportunities for spouse	0.00%	0
Other reason?	25.00%	4
Total Respondents: 16		

#	OTHER REASON?	DATE
1	NA	3/7/2023 1:05 PM
2	Largely geographic for me. I wish there were more opportunities for palliative care fellowship training in the central Maine area. I would recommend consideration for working with Androscoggin Home Health and Hospice to develop a "rural" palliative care fellowship for physicians--they currently have one for NPs. I am a Mainer, living in central Maine, with strong interest and experiences in palliative care, but was not accepted to the program this year due to high competition for slots.	3/2/2023 9:40 AM
3	My first choice	3/2/2023 8:47 AM
4	N/a	3/2/2023 8:14 AM

### Q19 If MMC was NOT your first choice, please select the four factors most contributing to your ranking decision:

Answered: 53 Skipped: 16



Tell us About Your Fellowship Interview at Maine Medical Center (2023 Start)

ANSWER CHOICES	RESPONSES	
Quality of the training program	37.74%	20
Reputation of the training program	22.64%	12
Reputation of Maine Medical Center	15.09%	8
Your assessment of the program culture	32.08%	17
Research opportunities	22.64%	12
Clinical volume and breadth of clinical cases	26.42%	14
Geographic location	54.72%	29
Work schedule	26.42%	14
Opportunities for spouse	35.85%	19
Other reason?	32.08%	17
Total Respondents: 53		

#	OTHER REASON?	DATE
1	-Work schedule-change rotation every week -Covering pulm consults on the weekends even though not a pulm crit program -PD did not seem to know what the fellows are exposed to/do/learn on other units -Limited ECMO exposure	3/11/2023 7:25 AM
2	Less ideal for my spouse. New program.	3/8/2023 8:27 AM
3	Cost of living/rent prices	3/4/2023 8:54 AM
4	had only slight geographic preferences, MMC was near the top of my list	3/2/2023 4:49 PM
5	Whether true or not, in both residency and fellowship there is a perception amongst osteopathic trained medical students and residents that MMC is less receptive towards DOs. Strong emphasis on choosing candidates with the best test scores, etc.. without holistic appreciation for candidates. I know a lot of DOs who have not even bothered to apply to residency and fellowships at MMC as a result of this perception. I was told that I was unlikely to even gain an interview at MMC by DO folks in the Maine community based on their experiences.	3/2/2023 9:40 AM
6	Drive between clinical sites	3/2/2023 9:05 AM
7	Ranked first	3/2/2023 8:47 AM
8	just the location really	2/23/2023 2:22 PM
9	Networking to potentially obtain work there as an attending	2/23/2023 10:07 AM
10	Program was relatively new and there was a lot of unknown.	2/21/2023 1:26 PM
11	program size	2/21/2023 1:09 PM
12	Overall excellent program with great faculty, and decision was based on outside factors	2/16/2023 5:51 PM
13	Fellows were not very interactive with applicants during the interview, it was hard to assess their level of satisfaction	2/16/2023 3:43 PM
14	I interviewed at 19 programs and matched at my 2nd ranked program, where I had done a visiting rotation. I had MMC ranked 3rd. Everything about it was excellent and I would have been very excited to match there!	2/16/2023 12:32 PM
15	Location	2/16/2023 12:28 PM
16	Lack of opportunity for global health work	2/16/2023 12:28 PM

Tell us About Your Fellowship Interview at Maine Medical Center (2023 Start)

17

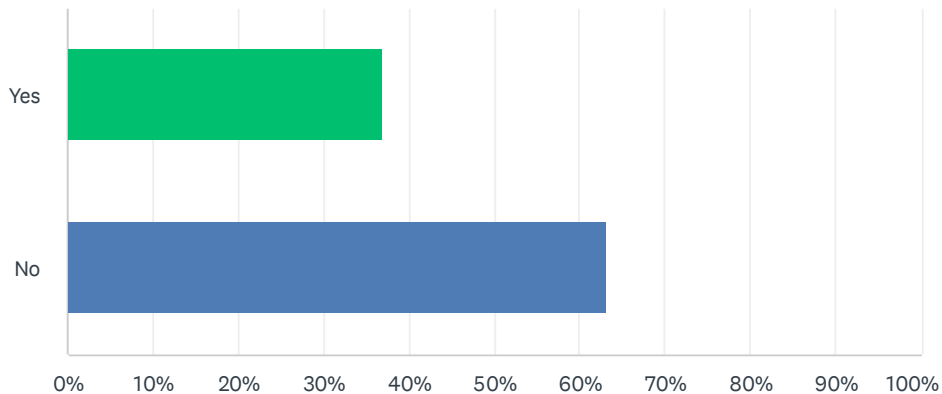
Small program and the fellows seemed exhausted, and explained the call schedule was grueling and not only for first year.

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2/16/2023 12:23 PM

## Q20 In your ranking of fellowship training programs, was the availability of research training a consideration?

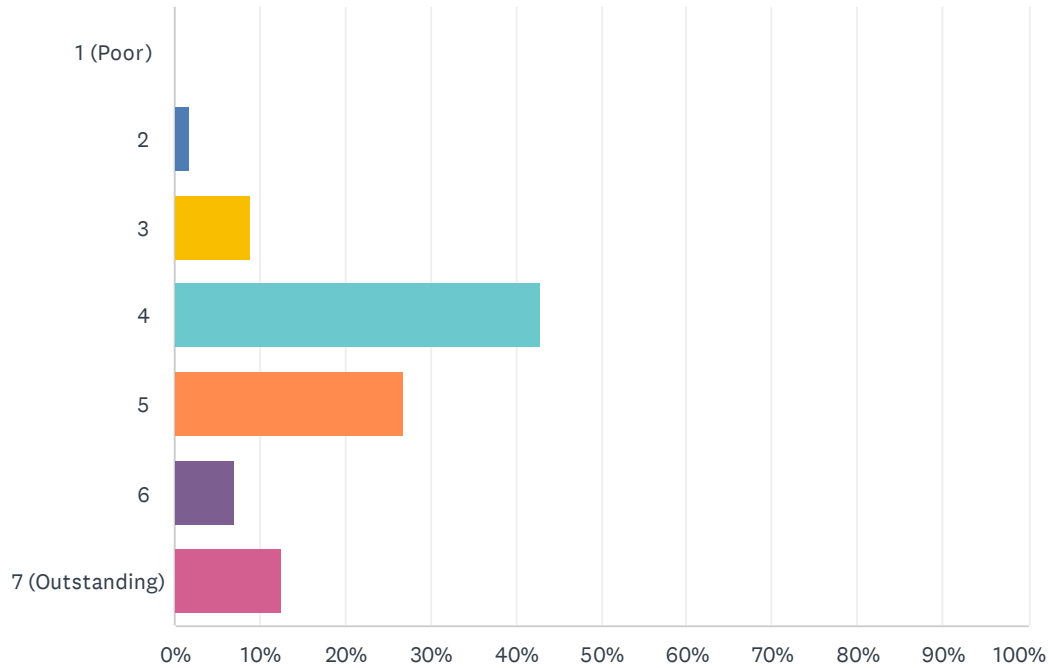
Answered: 57 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes	36.84%	21
No	63.16%	36
TOTAL		57

## Q21 Please rank your perception of the research training at Maine Medical Center to clinical trainees:

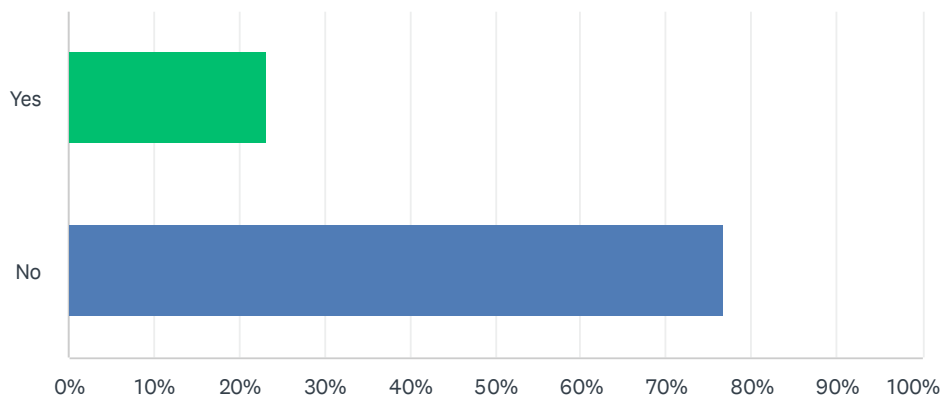
Answered: 56 Skipped: 13



ANSWER CHOICES	RESPONSES	
1 (Poor)	0.00%	0
2	1.79%	1
3	8.93%	5
4	42.86%	24
5	26.79%	15
6	7.14%	4
7 (Outstanding)	12.50%	7
<b>TOTAL</b>		<b>56</b>

## Q22 If a dedicated clinical and translational research training program for residents and fellows were available at MMC, would that have changed your perception?

Answered: 56 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	23.21%	13
No	76.79%	43
TOTAL		56

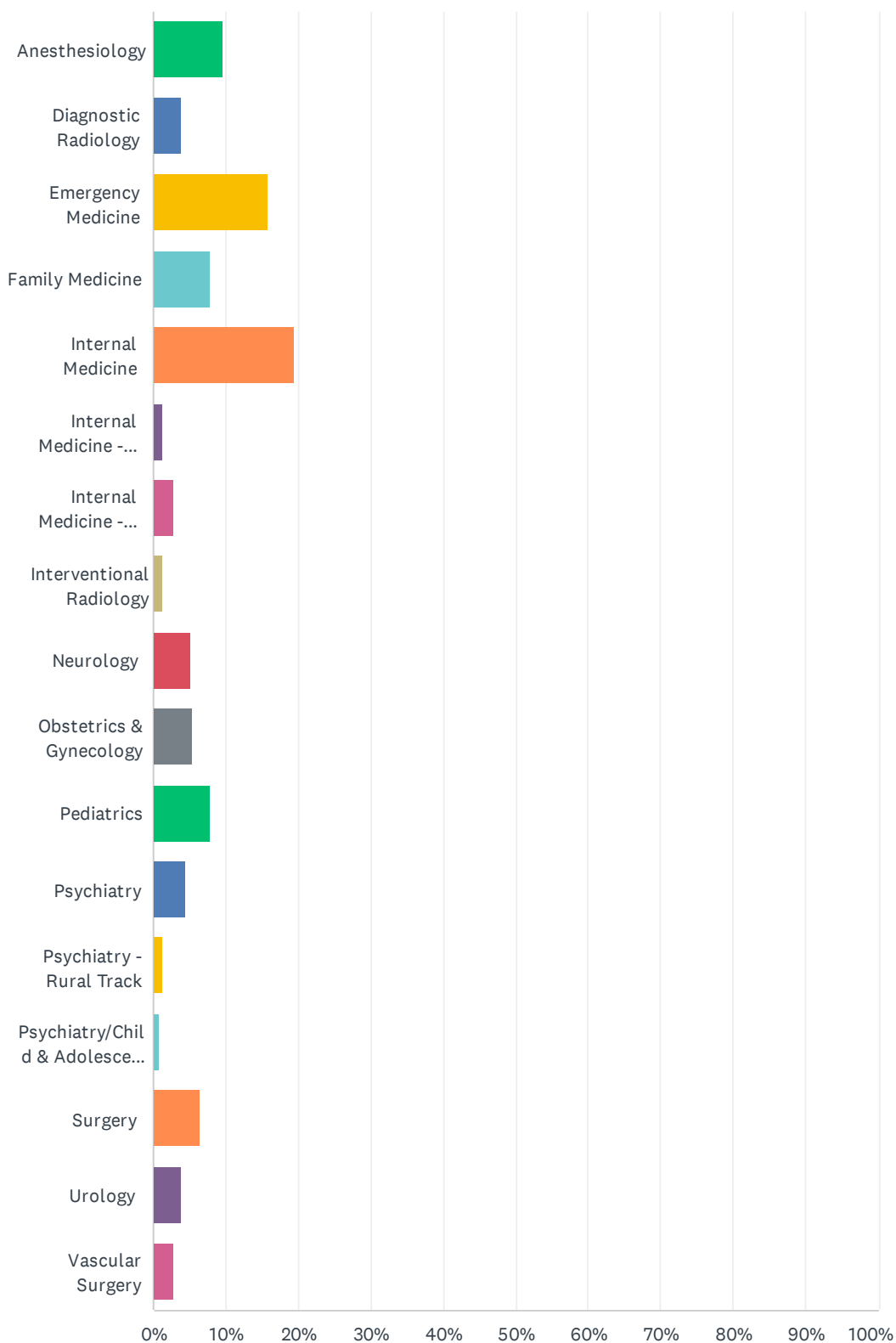
## Q23 Do you have any additional suggestions for improvement at the programmatic or institutional level?

Answered: 8 Skipped: 61

#	RESPONSES	DATE
1	No. Thank you very much for the opportunity to interview with your program.	3/6/2023 8:36 PM
2	nope, great program. i ranked it highly.	3/2/2023 4:49 PM
3	Disappointed in Thalamus system.	3/2/2023 1:07 PM
4	See previous	3/2/2023 9:41 AM
5	nope	2/23/2023 2:23 PM
6	I got the impression that MMC would provide a high volume of patients and clinical learning experiences but that the call schedule with only 3 fellows per class is almost prohibitive. I think either finding ways to protect fellow time more by covering with advanced practice providers or expanding the fellowship would probably be the biggest thing that could improve from an institutional level.	2/16/2023 6:19 PM
7	For Maine, I think the most important thing is to be clear that there are a lot of networking opportunities for New England in general to broaden one's professional network.	2/16/2023 12:30 PM
8	To obtain more fellows to decrease call burden if the volume allows.	2/16/2023 12:24 PM

## Q1 What residency program did you interview with?

Answered: 315 Skipped: 0

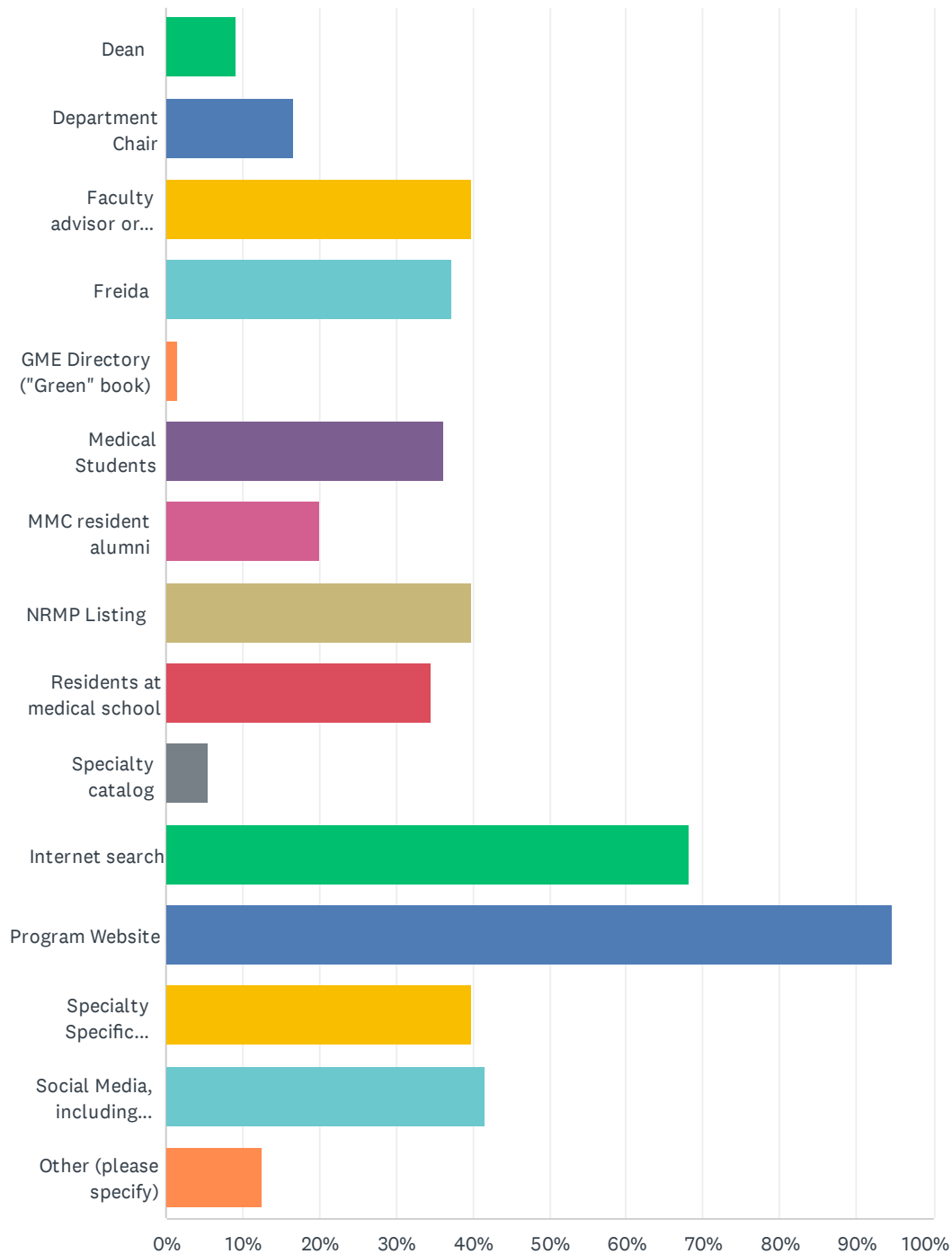


Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

ANSWER CHOICES	RESPONSES	
Anesthesiology	9.52%	30
Diagnostic Radiology	3.81%	12
Emergency Medicine	15.87%	50
Family Medicine	7.94%	25
Internal Medicine	19.37%	61
Internal Medicine - Geriatrics	1.27%	4
Internal Medicine - Pediatrics	2.86%	9
Interventional Radiology	1.27%	4
Neurology	5.08%	16
Obstetrics & Gynecology	5.40%	17
Pediatrics	7.94%	25
Psychiatry	4.44%	14
Psychiatry - Rural Track	1.27%	4
Psychiatry/Child & Adolescent Psychiatry Combined	0.95%	3
Surgery	6.35%	20
Urology	3.81%	12
Vascular Surgery	2.86%	9
<b>TOTAL</b>		<b>315</b>

## Q2 Select all of the items you used when learning about our training program:

Answered: 284 Skipped: 31



Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

ANSWER CHOICES	RESPONSES
Dean	9.15% 26
Department Chair	16.55% 47
Faculty advisor or other faculty	39.79% 113
Freida	37.32% 106
GME Directory ("Green" book)	1.41% 4
Medical Students	36.27% 103
MMC resident alumni	20.07% 57
NRMP Listing	39.79% 113
Residents at medical school	34.51% 98
Specialty catalog	5.63% 16
Internet search	68.31% 194
Program Website	94.72% 269
Specialty Specific Website	39.79% 113
Social Media, including Twitter, Instagram, Facebook, etc. (please specify below in the comment field)	41.55% 118
Other (please specify)	12.68% 36
Total Respondents: 284	

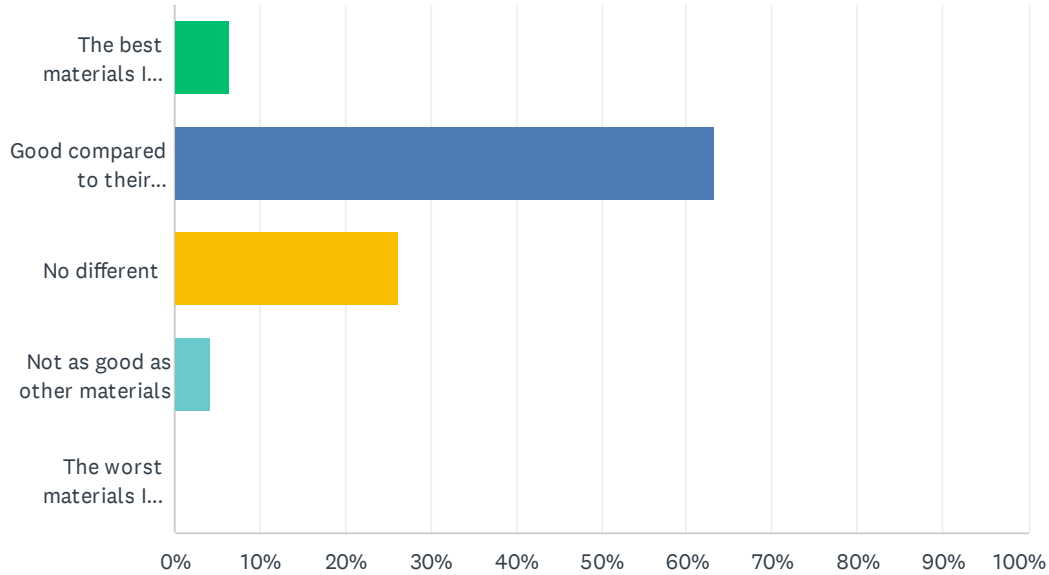
#	OTHER (PLEASE SPECIFY)	DATE
1	Instagram	4/14/2023 9:33 PM
2	Tour of maine med	4/12/2023 10:10 AM
3	instagram	4/10/2023 4:25 AM
4	Current residents at program	4/8/2023 7:26 PM
5	I had an amazing conversation with the chief resident Dr. Moccia at SIR.	4/7/2023 8:19 AM
6	EMRA	4/6/2023 8:47 AM
7	Current residents	4/6/2023 6:54 AM
8	residents in program	4/5/2023 2:26 PM
9	Rotating within program	4/5/2023 12:25 PM
10	Reddit	4/5/2023 7:16 AM
11	AAFP National Conference	4/1/2023 9:05 AM
12	Instagram	3/31/2023 12:19 PM
13	Program director and resident talk	3/29/2023 2:48 PM
14	Alumni from my medical school that attend MMC	3/28/2023 2:41 PM
15	instagram	3/26/2023 11:00 AM
16	residency explorer, doximity	3/24/2023 9:26 PM
17	visiting student rotation	3/24/2023 5:12 PM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

18	Doximity	3/24/2023 4:11 PM
19	Instagram	3/24/2023 2:47 PM
20	rotation	3/24/2023 1:41 PM
21	Rotations at MMC	3/23/2023 4:54 PM
22	away rotation	3/23/2023 1:09 PM
23	NMPRA Webinar	3/22/2023 9:32 PM
24	Sub-I experience	3/22/2023 9:01 PM
25	Residency explorer	3/22/2023 5:05 PM
26	Residency Explorer, TexasSTAR	3/22/2023 3:13 PM
27	EMRA	3/22/2023 2:40 PM
28	ACOG D1 virtual showcase day	3/22/2023 1:37 PM
29	Viewed MMC FMR's instagram to get a sense of who the residents were and what they did outside of the hospital	3/22/2023 1:37 PM
30	Doximity, PD	3/22/2023 11:48 AM
31	YouTube videos about the medical center	3/22/2023 11:25 AM
32	Spoke with current pediatric residents at MMC	3/22/2023 11:14 AM
33	My mentor.	3/22/2023 11:01 AM
34	instagram	3/22/2023 10:53 AM
35	Residency explorer	3/22/2023 10:53 AM
36	Current mme residents	3/22/2023 10:52 AM

### Q3 How would you compare the information on our residency program's website to other training program's websites?

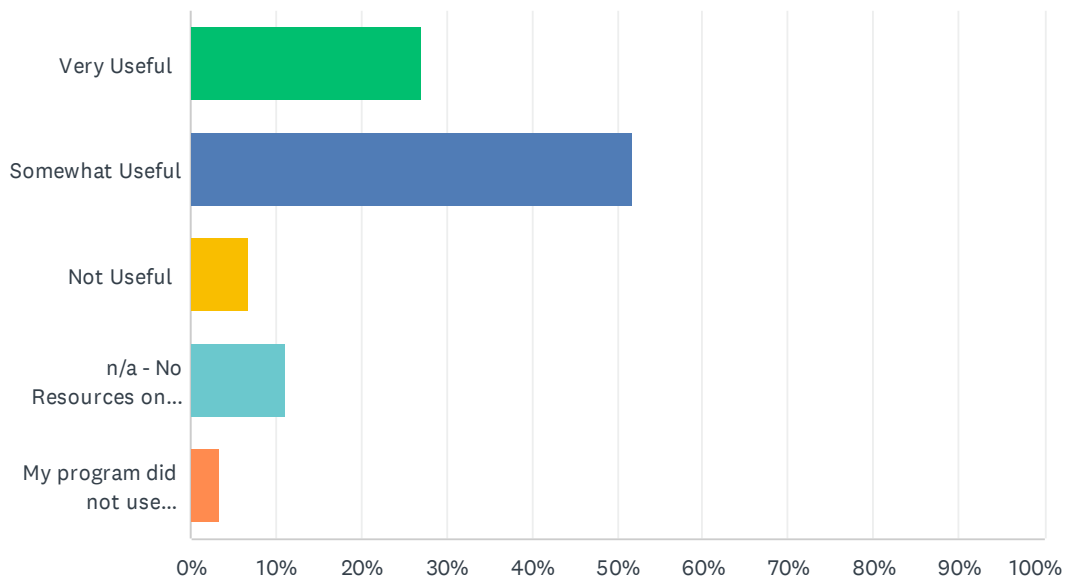
Answered: 264 Skipped: 51



ANSWER CHOICES	RESPONSES	
The best materials I viewed	6.44%	17
Good compared to their materials	63.26%	167
No different	26.14%	69
Not as good as other materials	4.17%	11
The worst materials I viewed	0.00%	0
<b>TOTAL</b>		<b>264</b>

### Q4 Did you find the resources on Thalamus (video tours, links to resources) useful as you explored our training program?

Answered: 263 Skipped: 52



ANSWER CHOICES	RESPONSES	
Very Useful	27.00%	71
Somewhat Useful	51.71%	136
Not Useful	6.84%	18
n/a - No Resources on Thalamus	11.03%	29
My program did not use Thalamus for interviews	3.42%	9
<b>TOTAL</b>		<b>263</b>

## Q5 Overall, how could we improve our website?

Answered: 89 Skipped: 226

#	RESPONSES	DATE
1	n/a	4/14/2023 9:28 AM
2	Make it more accessible to locate historical fellowship match list	4/12/2023 5:05 PM
3	go over the sched on the website	4/12/2023 10:11 AM
4	I think it's great!	4/10/2023 4:33 PM
5	This is specialty specific, however I would have preferred more information about the residents (e.g., their professional interests)	4/10/2023 11:31 AM
6	Make the navigation panel easier to find.	4/7/2023 1:00 PM
7	The website has a lot of excellent information, the clinical load break down for example. Providing some of the thalamus videos on the main page could be helpful to applicants when selecting their programs. A "sample curriculum" would be very helpful for people to see, just to get a sense of the block break down visually, particularly for intern year. Dr. Gerding told us about the amazing intern year that the program offers, I think that should be highlighted on the website! I know there is a possible neuro-IR track in the works, that is a very unique feature of this residency program and should be highlighted!	4/7/2023 8:29 AM
8	Include the fellowship match information (provided on Thalamus but not the program website) on the program website	4/6/2023 3:35 PM
9	Nothing that I can think of.	4/6/2023 8:48 AM
10	I really liked that the EM program had its own website which had a TON of information.	4/5/2023 7:02 PM
11	N/A	4/5/2023 5:29 PM
12	n/a	4/5/2023 3:34 PM
13	more information about the rotations and sites	4/5/2023 2:51 PM
14	More detailed information	4/5/2023 1:13 PM
15	Not sure what to suggest, MMC's anes page was one of the easiest to navigate and thorough!	4/5/2023 11:05 AM
16	I'm honestly not sure that the website needs improving, I think a lot of what we learn as interviewees is on interview day.	4/5/2023 10:48 AM
17	More thorough explanation of intern year would be great!	4/5/2023 8:35 AM
18	N/A	4/5/2023 8:07 AM
19	Increase information. Put the info in the Thalamus files on the website!	4/5/2023 7:41 AM
20	Maybe more videos with faculty members and life as a resident at MMC	4/5/2023 7:38 AM
21	More detail, and in particular more information about alumni and their paths.	4/5/2023 7:36 AM
22	more information about residents, their activities, research work etc	4/5/2023 6:43 AM
23	For EM, make sure you include any training sites outside of MMC main hospital	4/4/2023 7:32 PM
24	Compared to other programs I looked at, I felt that Maine Med seemed to have more information about generally being a resident at Maine Med and less specifically about the FM residency. As a Tufts student who has also been an employee at MMC, I adore Maine Med, Portland and the FM residents I know. However, much of the residency page information about MMC felt like fluff and didn't provide me with additional information about the residency program. I will note that if I was less familiar with MMC or if I was from a minoritized identity perhaps I would have felt differently.	3/30/2023 11:53 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

25	Some of the pages were a bit difficult to view on my mobile device, but they worked okay on the desktop!	3/29/2023 6:05 PM
26	Fantastic website with all the relevant information.	3/28/2023 8:51 PM
27	I thought the website was great! Might benefit from more thorough descriptions of the different rotations and the role of the EM resident on each	3/28/2023 10:18 AM
28	N/A	3/28/2023 8:53 AM
29	Very nice!	3/27/2023 1:13 PM
30	Thalamus is doesn't have a great UI	3/26/2023 5:26 PM
31	It's fantastic!	3/26/2023 12:19 PM
32	The website is packed with helpful information. Perhaps a couple more videos that summarize the material in a more interactive and personal way. Also the contact number for Karla is out of date/out of service.	3/26/2023 11:29 AM
33	Specific wards scheduling information could be helpful on the website.	3/26/2023 11:01 AM
34	More detailed information about resources available to residents and details of day-to-day resident responsibilities, including schedules and call schedules.	3/25/2023 12:37 PM
35	Including more comprehensive information about the curriculum is always helpful	3/24/2023 2:51 PM
36	more detailed information on compensation, benefits	3/24/2023 2:00 PM
37	I thought the website was sufficient for what it needed to be. I was not crazy about the tour video though...it was not filmed very well.	3/23/2023 1:52 PM
38	A bit more detailed information about program leadership and curriculum.	3/23/2023 1:16 PM
39	more information about current residents -- who they are, where they are from	3/23/2023 11:35 AM
40	More information is always better - videos of residents, tours, faculty; resident profiles; links to information about curriculum and schedules.	3/23/2023 11:01 AM
41	A specific block schedule breakdown of resident's rotations throughout each year in a image format can be a quick and useful way for people to compare.	3/23/2023 9:13 AM
42	Update the research that faculty are involved with. It was all out of date when I actually spoke with faculty about their research. Otherwise the site is on par with other residency websites. At some point there is just only so much a website can provide versus meeting the faculty and residents in an interview.	3/23/2023 8:36 AM
43	I thought it was great! I appreciate that the schedule / list of required rotations per PG year was displayed clearly, few programs did that. The structure of the program was very easy to see.	3/23/2023 8:32 AM
44	More specific information regarding schedule, rotations, clinic, research opportunities	3/23/2023 7:31 AM
45	More information. I felt like info was pretty sparse. I wanted more info about schedules, what rotations were like, and maybe a visual aid like a pie chart breaking down the amount of time each year on wards vs clinic vs elective or something like that. More transparency about salary and benefits would've been nice. More specifics/highlights of food and activities in the area.	3/23/2023 1:01 AM
46	More about life in Portland and also demographic patient information like what percent peds, etc.	3/22/2023 11:00 PM
47	Nothing, it's so informative, definitely the best of any that I frequented.	3/22/2023 9:02 PM
48	more photos of current resident	3/22/2023 7:29 PM
49	No improvements	3/22/2023 6:50 PM
50	Specifics about salary and monthly cost of benefits (single & family), and other charges clearly and easily listed. Also, it would be amazing to have exam call scheduled up because they vary depending on rotation and verbally hearing the answer is confusing for someone unfamiliar with your particular system.	3/22/2023 6:43 PM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

51	NA. Excellent website and easy to access	3/22/2023 5:05 PM
52	Great website, loved emailed resident bios	3/22/2023 4:20 PM
53	More specific information about clinical rotations, call schedule, electives	3/22/2023 4:05 PM
54	Including a sample rotation for each PGY1 year would be helpful.	3/22/2023 3:44 PM
55	It's great	3/22/2023 3:15 PM
56	Overall, pretty thorough and easily organized. Did have some trouble finding salary/benefit information, so that might be placed in a more visible area.	3/22/2023 3:00 PM
57	It would be great to have more information about where your alumni end up	3/22/2023 2:41 PM
58	I think that particularly given it is a newer program, I just wanted more information about the program, its goals/ethos, its vision, etc. I wanted to hear what sets Maine apart. I also would have appreciated a bit more on the website about the clinical settings where we would work. I think that Yale and Rochester's neurology websites shined to me in this way as potential ones to base this off of. I really liked the simple formatting of the block schedule currently displayed on Maine's site however (as opposed to Yale's site for example which was very difficult to extract this critically important information from).	3/22/2023 1:43 PM
59	It would have been nice to be able to easily find salary and other benefits information from the FMR website.	3/22/2023 1:39 PM
60	N/a	3/22/2023 1:38 PM
61	It was excellent, among the best I viewed. The only issue was that I always got a security warning from my browsers when accessing the interviewed applicants link. It didn't cause me trouble, but I thought I should mention that there might be some minor problem there.	3/22/2023 1:25 PM
62	Outlining schedule for all 3 years simplicictly.	3/22/2023 12:57 PM
63	Updated resident information, even if de-identified.	3/22/2023 12:52 PM
64	No suggestions for improvement, your website was great and included a lot of information that I was searching for! It was also well designed and easy to use.	3/22/2023 12:38 PM
65	I think a tour of workspaces is always good - show us if you have much natural light and whatnot	3/22/2023 12:03 PM
66	I would have loved having dates and deadlines available in the website (e.g. resident pj party, interview dates, when orientation would begin) and a better explanation of ICE.	3/22/2023 12:02 PM
67	Include more information about the residency program.	3/22/2023 11:55 AM
68	N/A	3/22/2023 11:54 AM
69	I couldn't find a page about where alumni went, which is helpful to see	3/22/2023 11:54 AM
70	I think if you really make it robust and comprehensive. Keeping it up to date is such an important marker ie new pictures, correct leadership names, how we're adjusting to the newest guidance etc this goes a long way. An area where we can answer all of our location based questions would be so helpful as basically programs are similar but we want to know about hours, call and where we are going to live.	3/22/2023 11:50 AM
71	List of APDs	3/22/2023 11:45 AM
72	Include examples of community outreach opportunities	3/22/2023 11:33 AM
73	Updating faculty, updating the page about the curriculum	3/22/2023 11:33 AM
74	I really liked the website, so NA	3/22/2023 11:31 AM
75	Nothing, I think it is very well organized and structured, and provides us with all the helpful information to inform us applicants about the program and the hospital	3/22/2023 11:26 AM
76	More information on day to day, schedule, benefits, and up to date match list	3/22/2023 11:24 AM
77	Easier/more intuitive way to view current faculty research or roles (to make it easier to identify good questions to ask during interview)	3/22/2023 11:19 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

78	One of the best websites out there	3/22/2023 11:07 AM
79	Maybe more interview videos of current faculty and residents	3/22/2023 11:06 AM
80	Felt as though the website was inclusive. Wish that the vacation policies were more outlined on the website as this was in my eyes a perk of the program that I only learned through rotating at the program. Also wish that who makes up the call team (i.e PGY-2 and PGY-4) was specified as this was also something I only learned from actually rotating there.	3/22/2023 11:02 AM
81	Describe training locations	3/22/2023 11:00 AM
82	Website is good, lots of resources and insight about the program.	3/22/2023 10:59 AM
83	Slightly more transparent resources about salary and benefits would be helpful	3/22/2023 10:57 AM
84	great specialty specific website	3/22/2023 10:56 AM
85	Adding more details about the rotations	3/22/2023 10:56 AM
86	It's been too long since I've seen the website to accurately answer	3/22/2023 10:55 AM
87	Website was really good, visually easy to navigate not overwhelming, didn't have to dig to find things.	3/22/2023 10:55 AM
88	I remember finding it a little difficult to find where vacation and sick/personal time was listed	3/22/2023 10:54 AM
89	It's one of the best, none at this time	3/22/2023 10:53 AM

## Q6 How does the social media used by the residency program at Maine Medical Center compare to other programs you considered?

Answered: 130 Skipped: 185

#	RESPONSES	DATE
1	n/a	4/14/2023 9:28 AM
2	I didn't review any social media	4/12/2023 5:05 PM
3	n/a	4/12/2023 10:11 AM
4	Top tier	4/11/2023 1:37 PM
5	Very similar	4/10/2023 4:33 PM
6	I did not consider social media when exploring residency programs.	4/10/2023 11:31 AM
7	Basically non-existent.	4/8/2023 7:31 PM
8	I used social media a lot when trying to get a feel for a program. I liked being able to see the day to day life of residents and info on where they live, how much they commute, what they do for fun, etc in an informal way.	4/8/2023 5:08 PM
9	I did not use social media to evaluate programs during the application process.	4/7/2023 1:00 PM
10	It is not robust as some other programs. I personally did not value the social media presence of the programs I considered, but I know some other applicants did.	4/7/2023 8:29 AM
11	I do not have social media. N/A	4/6/2023 3:35 PM
12	I was very happy with the social media from MMC.	4/6/2023 8:48 AM
13	Comparable! I enjoyed the social media page.	4/6/2023 6:55 AM
14	I think it's very similar. Provides clear insight into the lives of residents.	4/5/2023 9:14 PM
15	Very good - updated frequently with different aspects of resident life/culture	4/5/2023 7:02 PM
16	Fantastic- informative and personal	4/5/2023 5:29 PM
17	MMC pediatrics instagram page was super helpful. Love the interactions	4/5/2023 5:21 PM
18	There really is no social media presence and I wish there was an Instagram that was more active	4/5/2023 4:05 PM
19	Could use improvement	4/5/2023 3:54 PM
20	n/a	4/5/2023 3:34 PM
21	I did not use social media	4/5/2023 2:51 PM
22	n/a	4/5/2023 1:13 PM
23	Do not use social media	4/5/2023 12:48 PM
24	Seems to be more of a snapshot of daily resident life than some other programs. These other programs seem more curated and more like "PR" type material. I much prefer MMC's approach, it gives a better realistic picture of the program.	4/5/2023 12:27 PM
25	Slightly below average.	4/5/2023 11:14 AM
26	I think the instagram that MMC's anes department has is fantastic!!! I love that it's run by a resident(s), maybe I'll get to manage it someday!	4/5/2023 11:05 AM
27	Similar	4/5/2023 10:48 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

28	No idea don't really use social media	4/5/2023 9:04 AM
29	N/a. Wish there were some social media pages!	4/5/2023 8:35 AM
30	I dont use social media.	4/5/2023 8:07 AM
31	It's great - on par	4/5/2023 7:38 AM
32	n/a - did not use	4/5/2023 7:36 AM
33	very good	4/5/2023 6:43 AM
34	I don't use social media.	4/1/2023 9:06 AM
35	I didn't use any residency social media as I do not have any social media.	3/30/2023 11:53 AM
36	I thought the social media was really good! MMC came off very well, and the posts were informative and gave a good glimpse into life in Maine.	3/29/2023 6:05 PM
37	Not as active	3/29/2023 2:49 PM
38	About the same	3/28/2023 8:51 PM
39	Just as good. It's helpful to see regularly updated social media and a good sign when a program posts about their fellowship match on social media as well.	3/28/2023 2:44 PM
40	n/a - I am not on social media	3/28/2023 10:18 AM
41	I did not use the social media	3/28/2023 8:53 AM
42	It is good! Feels personal and accurate	3/27/2023 1:13 PM
43	I did not see much social media promotion from MMC	3/26/2023 5:26 PM
44	Slightly less than some of the highest users	3/26/2023 2:26 PM
45	Would like to see more information listed, as well as more pictures about activities done as a group.	3/26/2023 12:19 PM
46	Comparable. Love your posts on instagram!	3/26/2023 11:29 AM
47	One of the best social media presence I encountered and it was a positive aspect from my perspective.	3/26/2023 11:01 AM
48	Great! MMC Anesthesia has a great Instagram account	3/25/2023 12:37 PM
49	Some programs are more active on social media	3/24/2023 9:27 PM
50	programs are highly variable. programs who post more were more on my top of mind, and as well I felt I knew them better. Posts from learning as well as social environments are helpful.	3/24/2023 5:14 PM
51	Very good and up to date, it was helpful to get a sense of what the day to day was like	3/24/2023 2:51 PM
52	on par!	3/24/2023 2:37 PM
53	about average, some are much more active, some have no presence	3/24/2023 2:00 PM
54	I think the MMC OB/GYN Instagram page is private, so I was never actually able to see it.	3/24/2023 10:45 AM
55	Not as active as some other programs still so great to have!!!	3/23/2023 9:13 PM
56	It is pretty similar	3/23/2023 4:55 PM
57	I did not look at social media!	3/23/2023 4:40 PM
58	Good use! Shows appropriate activities and gives good info about the residency program	3/23/2023 1:52 PM
59	Didn't view social media	3/23/2023 1:16 PM
60	on par	3/23/2023 1:09 PM
61	n/a -- did not look at this resource	3/23/2023 11:35 AM
62	I didn't use social media.	3/23/2023 11:01 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

63	I did not look at social media between programs much	3/23/2023 9:13 AM
64	N/A - I don't use social media.	3/23/2023 8:36 AM
65	Similar! More active than some. I appreciate the social media, it gives a sense of location and silly little things like vibe of the residency/ what people wear.	3/23/2023 8:32 AM
66	Similar - great window into the residency and residents	3/23/2023 7:31 AM
67	N/A - I don't use social media	3/23/2023 1:01 AM
68	I didn't view the social media.	3/22/2023 11:00 PM
69	N/A, I didn't use social media in my decision.	3/22/2023 9:44 PM
70	good presence online, but I always say, the more the merrier!	3/22/2023 7:29 PM
71	Similar/better	3/22/2023 6:50 PM
72	I don't use social media (weird one I know), please consider people like me when posting updates and info on social media	3/22/2023 6:43 PM
73	A little less frequently used.	3/22/2023 6:06 PM
74	Similar	3/22/2023 5:05 PM
75	Average to better than average	3/22/2023 4:57 PM
76	Great!	3/22/2023 4:20 PM
77	NA	3/22/2023 4:05 PM
78	Good in that I assume it is limited. I saw a large social media presence as a red flag when interviewing because it meant that time at work would have to be devoted to maintaining this online image which is not what I trained to do at medical school.	3/22/2023 3:15 PM
79	It's great! More pictures of the hospital and facility would be nice though	3/22/2023 3:12 PM
80	I did not use social media to consider programs	3/22/2023 3:00 PM
81	Didn't use other social media	3/22/2023 2:48 PM
82	Very good	3/22/2023 2:41 PM
83	Much fewer posts. I do not remember seeing any MMC EM posts in my feed.	3/22/2023 2:37 PM
84	Similar	3/22/2023 2:17 PM
85	similar, I didn't look into social media very heavily	3/22/2023 1:43 PM
86	The social media presence is comparable to other programs that I considered and did not make a difference in my ranking decisions.	3/22/2023 1:39 PM
87	Less active. Private Instagram account so I wasn't able to follow right away.	3/22/2023 1:38 PM
88	Other programs have more of a social media presence, so certainly that's an area of improvement there	3/22/2023 1:25 PM
89	I didn't really use it.	3/22/2023 1:25 PM
90	Did not use social media during interviews and do not think its as valuable as talking with the residents and faculty in real time.	3/22/2023 12:57 PM
91	Average, postings were helpful to get a sense of the culture of the program though slightly sparse.	3/22/2023 12:52 PM
92	Social media was average, I find that a lot of programs have a hard time keeping up with these resources which is understandable.	3/22/2023 12:38 PM
93	better than most	3/22/2023 12:29 PM
94	N/A	3/22/2023 12:03 PM
95	N/a. Don't have social media.	3/22/2023 12:02 PM

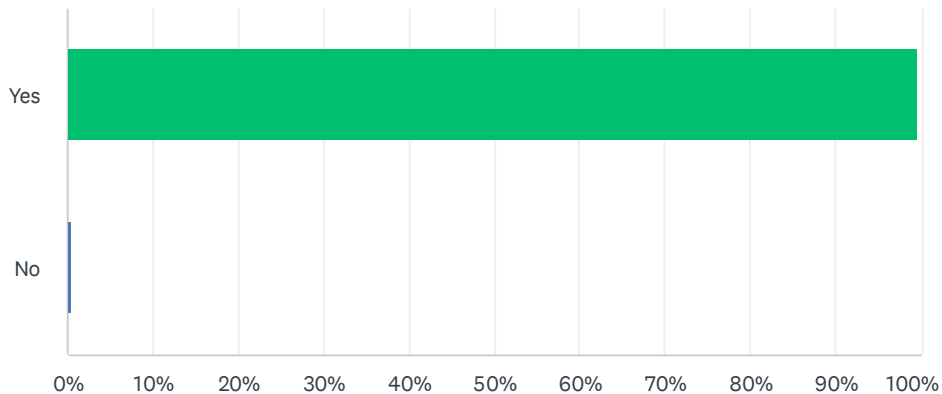
## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

96	Social media posts are less frequent.	3/22/2023 11:55 AM
97	Great!	3/22/2023 11:54 AM
98	Did not use social media	3/22/2023 11:54 AM
99	Fewer social outings and sharing of residents academic work compared to other programs	3/22/2023 11:50 AM
100	Not a social media person.	3/22/2023 11:50 AM
101	Great, very good compared to others	3/22/2023 11:45 AM
102	I am not on social media	3/22/2023 11:33 AM
103	One of the few without a twitter page; I didn't realize MMC urology was on Instagram until after interviews. The account seems much less active than other program's social media	3/22/2023 11:33 AM
104	I personally do not have, nor do I use, any social medium, so I am not sure.	3/22/2023 11:31 AM
105	I did not use social medial	3/22/2023 11:26 AM
106	About the same	3/22/2023 11:19 AM
107	it looks awesome. Your program looks awesome	3/22/2023 11:18 AM
108	I enjoyed it, played to your nature strengths	3/22/2023 11:15 AM
109	I did not visit the social media pages	3/22/2023 11:15 AM
110	It was better at highlighting the MMC culture and reasons to come to Portland.	3/22/2023 11:14 AM
111	I don't know, I don't have social media.	3/22/2023 11:10 AM
112	N/a	3/22/2023 11:07 AM
113	N/A	3/22/2023 11:06 AM
114	I see less of Maine Medical on social media than other programs I interviewed with	3/22/2023 11:06 AM
115	Really good!	3/22/2023 11:04 AM
116	Program's instagram is private which is not a bad thing though it is different compared to other programs. Otherwise feel as though instagram is more active (a good thing) compared to other programs.	3/22/2023 11:02 AM
117	Less active than some other programs.	3/22/2023 11:01 AM
118	Lower use than other programs on average	3/22/2023 11:00 AM
119	It's good, good peek in resident's life.	3/22/2023 10:59 AM
120	Well! I appreciate seeing what the residents get up to in and outside of the academic setting! I feel like I know the vibe of the program well.	3/22/2023 10:59 AM
121	Similar	3/22/2023 10:58 AM
122	Could be more robust	3/22/2023 10:57 AM
123	I feel like the social media usage could be improved significantly to highlight the department and its members	3/22/2023 10:57 AM
124	Decent	3/22/2023 10:56 AM
125	very good	3/22/2023 10:56 AM
126	I don't use social media.	3/22/2023 10:55 AM
127	It would have been nice if there was an EM specific Instagram, some other programs had that and it definitely helped contribute to getting a feel for the program (if you guys do have one it is well hidden).	3/22/2023 10:55 AM
128	Slightly less posts than other programs but the posts they did were great	3/22/2023 10:54 AM
129	about the same/slightly better than others	3/22/2023 10:53 AM



## Q7 Was the Residency Program Manager able to answer your questions in a timely and helpful manner?

Answered: 243 Skipped: 72



ANSWER CHOICES	RESPONSES	
Yes	99.59%	242
No	0.41%	1
TOTAL		243

## Q8 With reference to your interview, what stood out to you as most helpful? Please comment on communication, flow of events, resident interaction, etc.

Answered: 151 Skipped: 164

#	RESPONSES	DATE
1	The flow of events was very good. The interviewers were also well prepared.	4/15/2023 6:57 AM
2	Honest interaction	4/14/2023 9:29 AM
3	Q&A with residents, and with faculty following each interview was by far the most helpful portion.	4/12/2023 5:06 PM
4	resident interaction; having all the deans/associate directors introduce themselves	4/12/2023 10:12 AM
5	Program culture Faculty support for residents	4/11/2023 1:37 PM
6	The relaxed style was most helpful.	4/10/2023 4:34 PM
7	It was helpful to have longer interview with each individual I met as I feel that I got to know the people and program better.	4/10/2023 11:32 AM
8	All were very friendly and inviting. The one thing that seemed out of place or could be improved was attending half of the morning report. We couldn't see the residents or the screen. It also just felt like "what are we doing here?" I understand the goal is to see part of a typical morning report, but it didn't seem to go as intended.	4/8/2023 7:31 PM
9	The interview itself went smoothly and there were no interruptions. I liked having 2+ people in an interview at times because it took care of awkward silence that may occur when all questions are answered	4/8/2023 5:09 PM
10	The interview as a whole was great. I felt welcomed and enjoyed fluid conversations with faculty and residents.	4/8/2023 10:19 AM
11	I thought the interview day was well structured and respectful of my time. Faculty and residents were outstanding and very welcoming.	4/7/2023 1:25 PM
12	As a student who rotated here, I was a bit surprised at how late in the season I received my invitation, which made it somewhat harder to find a time slot for my interview. The actual day was very well-run.	4/7/2023 1:02 PM
13	Unlike most other interviews, the pre-interview social hour with the residents was very helpful. The residents were generous with their time and very helpful in their responses.	4/7/2023 8:34 AM
14	Good interviewers who seemed genuine and caring.	4/7/2023 3:40 AM
15	The resident happy hour the night before was really nice. I feel like I was able to get a great sense of the vibe and I really loved chatting with all of them.	4/6/2023 4:48 PM
16	The faculty I interviewed with were fantastic and had clearly read my application. Very personable	4/6/2023 3:37 PM
17	It was well organized and ran very smoothly.	4/6/2023 8:49 AM
18	I enjoyed the flow of the interview day	4/6/2023 6:55 AM
19	My interview was a bit unique as it was individual but it went very smooth.	4/5/2023 9:16 PM
20	Having the paired faculty interviews was really fun - it was one of the best ways to see how culture/interactions in the program without actually visiting	4/5/2023 7:08 PM
21	Very well organized; good opportunities to meet with program leadership, faculty, and residents.	4/5/2023 5:29 PM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

22	Flow of events was good. Enjoyed interview with resident.	4/5/2023 5:26 PM
23	meeting with variety of people, low key environment	4/5/2023 3:35 PM
24	very kind and easy-to-talk-to faculty	4/5/2023 2:51 PM
25	very kind interviewers with good communication of how the day would proceed.	4/5/2023 1:17 PM
26	The cozy environment with large nature focus embraced by everyone in the program	4/5/2023 1:08 PM
27	The faculty and resident interaction was great, although it was virtual, I was able to have normal conversations and get to know the community better	4/5/2023 1:02 PM
28	Resident Q/A sessions	4/5/2023 12:48 PM
29	Events flowed well once we had started the interview part of the day. Appreciated the resident-only zoom the evening before.	4/5/2023 12:31 PM
30	Communication was good and the day was well-organized.	4/5/2023 11:46 AM
31	Resident interaction was the highlight!	4/5/2023 11:14 AM
32	Everyone was very nice and authentic.	4/5/2023 11:09 AM
33	My interview at MMC was the most natural feeling, so it makes sense that I matched here! It felt so welcoming! I really liked the general flow of everything.	4/5/2023 11:08 AM
34	The day was well run and organized, everyone was very down to earth and open with communication. The people who were arranged to be present for my interview were perfect for my questions, and the program continued to follow up with me to answer questions after the interview. I really got a wonderful sense of the program.	4/5/2023 10:51 AM
35	Interview format was communicated clearly. Did not feel like I was waiting around all day for interviews. Barely spoke with residents which I think could've helped more on interview day	4/5/2023 9:07 AM
36	Thorough communication. Flow of events was great. Great resident interactions.	4/5/2023 8:36 AM
37	Staff read about me prior to my interview	4/5/2023 8:08 AM
38	Resident interactions were great; interview flowed quite well and was one of the more smoothly conducted interviews I attended.	4/5/2023 7:40 AM
39	It worked well	4/5/2023 7:39 AM
40	many faculty and residents to ask my questions	4/5/2023 6:44 AM
41	Resident interaction	4/4/2023 7:47 PM
42	Everything flowed very smoothly. I also took a personal trip to Portland to drive around and see the clinics and hospital, and the FM program coordinator was super helpful in giving me recommendations.	4/1/2023 9:07 AM
43	Resident meet and greet the night before interview day was incredibly helpful to get more information on the program day-to-day, life in Portland, general vibe of program and program leadership.	3/31/2023 12:21 PM
44	It was the first program that shared their process for selecting candidates (such as not looking at pictures, age, etc prior to interviewing) and I thought sharing their process reflected well on the program and their values. I also loved that the program address what applications might think about a program or what potential weakness are and addressed it head on and how it approaches those aspects - rarely seen during my other interviews and it was so helpful and refreshing	3/31/2023 10:04 AM
45	I particularly valued getting to meet with residents with a variety of interests during my second look day. This felt like a good opportunity to ask some specific nuanced question about some of my interests.	3/30/2023 11:54 AM
46	Everyone was very friendly and the communication was stellar!	3/29/2023 6:06 PM
47	I thought the whole flow of my virtual interview was wonderful	3/29/2023 2:50 PM
48	The people were super nice, communication was extremely prompt and kind.	3/28/2023 8:51 PM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

49	Use of Thalamus	3/28/2023 12:13 PM
50	I found my faculty interviews to be most helpful	3/28/2023 10:19 AM
51	The faculty interviews who answered questions thoughtfully and were warm/welcoming.	3/28/2023 8:54 AM
52	I really enjoyed my interview day!	3/27/2023 1:14 PM
53	I had a wonderful interview experience	3/27/2023 10:56 AM
54	The schedule was streamlined and the interview did not take long. The interview itself was pleasant and the staff communicative.	3/26/2023 5:27 PM
55	The orientation, specifically the first session with the PD was incredibly helpful and answered a lot of my questions on the front end. Overall great flow of interview day and with communication pre/post interview.	3/26/2023 11:31 AM
56	Both resident interactions and organization of the day were very impactful. The communication from residents and faculty was genuine and insightful.	3/26/2023 11:03 AM
57	All of my interviewers were engaged and familiar with my application which I greatly appreciated. The residents were so friendly!	3/25/2023 12:38 PM
58	The short interview time. Clear schedule ahead of time on thalamus.	3/24/2023 9:28 PM
59	Program Overview with resident on the interview day was very helpful. Many residents were present at the social event- this was great to hear many perspectives!	3/24/2023 5:15 PM
60	Residents were great and I enjoyed the second look	3/24/2023 4:12 PM
61	I appreciated how the slides were given to us later for our review, especially because some of the information was not available on the website.	3/24/2023 2:54 PM
62	Having all the materials for us to review on Thalamus was helpful	3/24/2023 1:21 PM
63	resident social and interview with residents	3/24/2023 10:46 AM
64	The opening introduction provided very concise information, which was greatly appreciated.	3/24/2023 5:31 AM
65	I enjoyed my time visiting with the program director. The amount of time with each interviewer was appropriate. The night before social was helpful.	3/23/2023 9:14 PM
66	Interviews in the morning followed by some of the more social events afterwards was great.	3/23/2023 4:56 PM
67	I liked how the APD asked his standardized question about setting boundaries	3/23/2023 4:41 PM
68	I really loved my interviews. Everyone was so nice. My interview with Dr. Ferguson was great. I loved how he was truly interested in my career goals and wanted to help me make the best decision possible for me, not just MMC.	3/23/2023 1:56 PM
69	Interactions with residents in resident only spaces.	3/23/2023 1:17 PM
70	Mary was so excellent, helpful, welcoming, and accommodating! Even though the day had some logistic difficulties, it did not impact my view of the program at all -- in fact, I appreciated how responsive they were and willing to work through the challenge. I felt very much cared about and respected as an applicant.	3/23/2023 11:37 AM
71	Communication was great and the flow of the interview made sense and went smoothly. Resident interactions were great and really helped with making my rank list.	3/23/2023 11:03 AM
72	I appreciate the opportunity to meet with residents, faculty, and program leadership. I felt like these interactions gave me good insight to the program and the positive working relationship within the department.	3/23/2023 10:11 AM
73	Each interviewer was up front with the style and topic of questions that they would be asking at first, and then afterwards opened it up for further questions as well as questions I had as the applicant. The flow was good with adequate breaks between interviews and every interaction was helpful and pleasant.	3/23/2023 9:15 AM
74	The schedule was clearly communicated. Thalamus was easy to use and felt more private than Zoom. I appreciate that the interview was a half day. It is brutal having full day interviews	3/23/2023 8:39 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

on zoom at other programs. Receiving a token of appreciation from the program was a nice touch!

75	I liked getting to hear from the program director and each of the associate PDs; it helped me get a good sense of who my go-to people would be if I need something, and helped convey a vibe for the program. Doing a Q&A with residents was helpful too.	3/23/2023 8:33 AM
76	Program director/chief resident presentation was a great overview of the program, very informative.	3/23/2023 7:32 AM
77	Interacting with faculty during the interviews. I also thought information was presented well, not too much or too little.	3/23/2023 1:03 AM
78	I liked the opportunity to spend time with the residents	3/22/2023 11:01 PM
79	Resident interaction, especially at the pre interview social, as well as faculty interviews were very positive and a large factor in my decision where to rank MMC.	3/22/2023 9:45 PM
80	Great social before the interview. Residents were all very friendly and willing to answer questions about the program. Freddie was also such an invaluable source of information.	3/22/2023 9:04 PM
81	loved the interaction with current residents, including the meet and greet	3/22/2023 7:30 PM
82	Welcoming environment, one of the best resident socials I went to, and I could tell the interviewers really knew me and were excited to ask me things. Great experience overall!	3/22/2023 7:03 PM
83	The resident meet and greet platform was the best I used all interview season. It allowed for more one on one conversation with the residents.	3/22/2023 6:52 PM
84	All of the above. Overall great interview day with lovely people.	3/22/2023 5:06 PM
85	Resident and faculty interaction	3/22/2023 4:57 PM
86	Wonderful staff and residents, loved my interview day	3/22/2023 4:21 PM
87	Program manager (Mary Liberty) was extremely helpful! I thought there was positive resident interaction and really appreciate the psychiatry resident (Emma S.) who spoke with me continuously over several months regarding her experience at MMC.	3/22/2023 4:06 PM
88	The social could have been helpful, however I suggest not doing it in a big group next year. It was hard to hear the residents and at times the side conversations among the residents took away from the experience and getting to know them (I could not hear what they were talking about and felt they were not interested in talking with us applicants)	3/22/2023 3:46 PM
89	Resident Q&A was very frank and helpful.	3/22/2023 3:23 PM
90	Resident interaction and the ability to ask questions of the various interviewers and PD.	3/22/2023 3:00 PM
91	Great time with PD, much appreciated! Flow of day was good, loved that residents were eating dinner together	3/22/2023 2:49 PM
92	Excellent scheduling, communication, efficient schedule, interviews were not too long or too numerous.	3/22/2023 2:37 PM
93	Resident Meet & Greet! Though I still didn't feel I was able to gauge fit as well as an in-person visit	3/22/2023 2:19 PM
94	The PD was the real selling point for the program. I was very impressed with his vision and ability to talk about why he founded the program and its mission. I think he did a great job at finding a niche and hammering it home (my #1 take away was that Maine neurology was a place to get trained as well as anywhere else but to enjoy your life while doing it - it was THE QoL/Wellness focused program).	3/22/2023 1:45 PM
95	I liked the incorporation of a one-on-one Q&A session with the chief resident and another one of the residents. Communication was good and the flow worked out well.	3/22/2023 1:41 PM
96	Resident meet as greet	3/22/2023 1:39 PM
97	Time with residents both in the social and during interview. Thalamus platform was easy to use for interview.	3/22/2023 1:39 PM
98	It was clear, lots of good information provided, excellent resources to research the program	3/22/2023 1:27 PM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

ahead of time, and the faculty and residents were great. Also of note - while I had adequate opportunity for questions, it didn't feel like I was pressured to ask questions (a welcome departure from some other programs).

99	Resident meeting before interview, Thalamus resources, and communication with program manager	3/22/2023 1:26 PM
100	Residents were excellent throughout the interview process and it was very clear ahead of time what to expect based on information from the program admin.	3/22/2023 1:07 PM
101	Attention to my application, asking genuine questions and engaging me in conversation. I appreciated that I was being viewed as a PERSON and not another application to review.	3/22/2023 12:58 PM
102	Communication with the Program Manager and one-on-interview with them, length of interviews.	3/22/2023 12:56 PM
103	Resident interaction Program overview from program director	3/22/2023 12:48 PM
104	I thought that the interviews with 2 faculty members at once were very helpful. I initially was worried that I would feel somewhat ganged up on, but seeing how the faculty members interacted with each other as well as me was very helpful.	3/22/2023 12:48 PM
105	The flow of events was smooth, the social with the residents the night before was really enjoyable, and the warm and supportive environment of all faculty members was really apparent. All around a great day!	3/22/2023 12:39 PM
106	I appreciated the individual interview experience, with each interviewer chosen based on my interests.	3/22/2023 12:36 PM
107	the interactive mixer platform	3/22/2023 12:30 PM
108	Everyone was very warm and welcoming!	3/22/2023 12:27 PM
109	PD	3/22/2023 12:06 PM
110	Events flowed well, everyone was pleasant	3/22/2023 12:04 PM
111	The warmth of the entire mmc community.	3/22/2023 12:03 PM
112	Flow of events, respect of time, efficient	3/22/2023 11:58 AM
113	Very user-friendly interview platform/interface.	3/22/2023 11:56 AM
114	The people! The flow was great too and felt I got to interact with people from different facets of the program which was great.	3/22/2023 11:55 AM
115	Flow was smooth, interviews with faculty and residents were helpful to understand the culture of the program. Thalamus was an easy platform to navigate.	3/22/2023 11:55 AM
116	Conversation flow was excellent	3/22/2023 11:53 AM
117	The interview was phenomenal and we ranked this program VERY high for anesthesiology. The PD was so kind and the residents were so informative. The meet and greet was phenomenal and everyone answered every question I had.	3/22/2023 11:52 AM
118	Your program manager / coordinator was fantastic - the most helpful and kind I met on the interview trail	3/22/2023 11:51 AM
119	Interviews with APD	3/22/2023 11:47 AM
120	Resident social the night before the interview. The program director's presentation at the beginning was helpful. Communication and flow was great. The duration of the interview was also good; several other interviews were much longer and difficult to get through.	3/22/2023 11:35 AM
121	Jana, the coordinator for the EM program, was unbelievably helpful and warm. Any questions I had, she immediately connected me to a way to get answered, and made me feel welcome and valued from our initial email correspondence. Additionally, I appreciated Dr. MacVane as well, as she made herself quite available to talk with about my questions. The residents were great, and all the faculty I met with on my interview day were great as well.	3/22/2023 11:34 AM
122	Most helpful was the opportunity to meet with faculty and residents	3/22/2023 11:34 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

123	I think the most helpful things for me were the resident interactions and the faculty interviews. I was able to get a good idea of the culture and work flow from both sources. I was also able to get an idea of how close the residents were to one another	3/22/2023 11:27 AM
124	Schedule of the day (half day, stuck to timeframe that had been specified)	3/22/2023 11:20 AM
125	Well structured, appropriate length	3/22/2023 11:18 AM
126	I enjoyed the honest genuine candor from everyone	3/22/2023 11:15 AM
127	Very personalized interview - I appreciated that I was paired with interviewers who could answer questions about my specific interests	3/22/2023 11:15 AM
128	Organization of the day was excellent. I was not left at any point with questions of when my next interview would be or when I needed to be in a new zoom room.	3/22/2023 11:15 AM
129	Info session	3/22/2023 11:10 AM
130	Happy residents and nice interviewers!	3/22/2023 11:08 AM
131	How nice everyone was!	3/22/2023 11:08 AM
132	Wonderful interview day. Everyone was so warm and welcoming	3/22/2023 11:07 AM
133	Resident interaction was very helpful!	3/22/2023 11:07 AM
134	Flow was good, everything and everyone are on time and finished it without any interruption.	3/22/2023 11:04 AM
135	Did not feel as though the interview process itself was helpful in my decision to rank MMC highly. Felt that was largely driven based on experience rotating at the site. Did appreciate AI specific interview day.	3/22/2023 11:03 AM
136	My interactions with the people I interviewed with were super helpful. The interviews were casual, people weren't using pretentious language, it made Maine a very attractive program to me.	3/22/2023 11:02 AM
137	Availability of residents and faculty along with program coordinator as it related to questions about the program.	3/22/2023 11:01 AM
138	The program coordinator was a huge help with scheduling issues	3/22/2023 11:01 AM
139	Good balance of interview time and informational time. Overall interview day was concise without being rushed.	3/22/2023 11:01 AM
140	I think the length of the interviews was helpful, especially since some had two interviewers. They didn't feel as rushed as some shorter interviews I've had.	3/22/2023 11:01 AM
141	Program coordinator was very helpful and I found that I had interviewers who knew a lot about me! Strong organization and felt seamless	3/22/2023 11:01 AM
142	Everyone was very kind during interviews and open to answering questions. I also appreciated how the interview was structured as two half-days, rather than one full day. This was very helpful to prevent Zoom fatigue.	3/22/2023 10:59 AM
143	Smoothly run, no technical issues, good opportunity to chat with residents	3/22/2023 10:57 AM
144	Really liked my interview, enjoyed all the faculty that I spoke with, ended up ranking very high	3/22/2023 10:57 AM
145	Resident social was helpful	3/22/2023 10:57 AM
146	I really liked the presentation at the start of interview day with Dr. McAteer and the resident, I found it helpful and refreshing how clear they were on schedules, things that are changing, and strengths/weaknesses of the program.	3/22/2023 10:57 AM
147	The timing. I thought it was a good idea to wait till the end to weed out extensive appliers. Mary was amazing of course and I would've gone there just for her.	3/22/2023 10:56 AM
148	Communication was great throughout the day. Ample breaks which was good. Talking in small groups with chiefs and and residents was very nice.	3/22/2023 10:55 AM
149	Interaction with Program Director	3/22/2023 10:54 AM
150	Resident interaction	3/22/2023 10:54 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

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151	It was nice that I was the only applicant interviewing for the entire day. Everyone was super helpful and open.	3/22/2023 10:53 AM
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## Q9 Overall, how could your virtual interview experience have been improved?

Answered: 106 Skipped: 209

#	RESPONSES	DATE
1	n/a	4/14/2023 9:29 AM
2	smaller group chats with the residents - not one big group	4/12/2023 10:12 AM
3	I have no additional suggestions.	4/10/2023 11:32 AM
4	Please make sure all links work in Thalamus. None of the ones linking to documents or more info worked for me. They were broken links. The links to the video calls (definitely the most important) did work though.	4/8/2023 7:31 PM
5	I genuinely liked my virtual interview with this program and don't have any other suggestions	4/8/2023 5:09 PM
6	I think you did a great job in running things in a timely manner.	4/7/2023 1:25 PM
7	I really enjoyed the interview at Maine Medical Center. I felt that the program had an appropriate amount of breaks and informational sessions. Moreover, the atmosphere during the interview was very inviting and open. I felt comfortable sharing my personal story and interests.	4/7/2023 8:34 AM
8	Perhaps a bit shorter - not sure if morning report is necessary	4/7/2023 3:40 AM
9	It would have been nice and more personal to have a "traditional panel" of the division directors on the day of the interview instead of the pre-recorded videos	4/6/2023 4:48 PM
10	One interviewer used a television and computer simultaneously that had horrendous echo as I was speaking. Made communication quite difficult	4/6/2023 3:37 PM
11	Nothing that I can think of.	4/6/2023 8:49 AM
12	I think by using a different platform than thalamus because the website had a lot of bugs throughout the interview season.	4/5/2023 9:16 PM
13	More time with residents during the interview day - MMC was actually one of the only programs that did not involve a resident interviewer	4/5/2023 7:08 PM
14	N/A	4/5/2023 5:29 PM
15	The platform used (thalamus) was one of the worst. Zoom or microsoft are more user friendly. Interview was mostly blinded but the interviewer was not informed that we had worked together during a rotation. It felt very impersonal.	4/5/2023 5:26 PM
16	More time to interact with residents and ask them questions. Themed interview questions felt forced and disingenuous.	4/5/2023 3:56 PM
17	Not much, pretty good!	4/5/2023 3:35 PM
18	Interview was very long- could be shortened or maximize efficiency to avoid zoom fatigue. Interviewing only one candidate per day was unique and was somewhat intimidating. Could have a virtual social (a few dates per interview cycle that multiple candidates can attend) to get to know program in more informal setting instead of having it on the day of the interview.	4/5/2023 1:17 PM
19	Maybe seeing how beautiful Maine is haha	4/5/2023 1:08 PM
20	The day was supposed to begin with zooming in to morning report. The link provided to interviewees did not work and myself along with multiple other interviewees tried to reach out but were not able to get in touch with anyone in a timely manner to find a correct link. This didn't reflect well on the organization of the program.	4/5/2023 12:31 PM
21	More time with residents.	4/5/2023 11:46 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

22	Well, considering it was my favorite interview of the year, I don't have much of a comment!	4/5/2023 11:08 AM
23	Nothing to improve!	4/5/2023 10:51 AM
24	Had two people ask me where I was and what bedroom I was in. Thought that was kinda weird. I can't help where I'm interviewing from.	4/5/2023 9:07 AM
25	No suggestions.	4/5/2023 8:36 AM
26	Well conducted interview	4/5/2023 8:08 AM
27	Nothing. It was great.	4/5/2023 7:42 AM
28	There was a persistent sense throughout the interview day that I had to prove that I was "really" interested in the program. MMC was unequivocally my first choice going into interview day, but the PD in particular seemed extremely skeptical about my level of interest and asked a number of probing questions about the nature of my family connection to the area and why I was interested. It was honestly very off-putting and made me feel quite unwelcome. While I did end up ranking MMC quite highly, it did fall in my ranking because of this.	4/5/2023 7:40 AM
29	Maybe including introductions at the beginning of the interview	4/5/2023 7:39 AM
30	Maybe just starting a bit later in the morning, especially for those of us calling in from earlier time zones.	3/29/2023 6:06 PM
31	None.	3/28/2023 8:51 PM
32	N/A	3/28/2023 8:54 AM
33	I have no suggestions for improvement.	3/27/2023 1:14 PM
34	n/a	3/27/2023 10:56 AM
35	Thalamus' platform is not the most user friendly. One of my faculty interviewers had significant technical difficulties that left only 5 minutes for the actual interview.	3/26/2023 12:20 PM
36	No major areas of improvement.	3/26/2023 11:31 AM
37	Your residents are not very diverse and gave the clear impression that IMGs were unwelcome. I was initially very interested in the program but the residents, and my interaction with them, made it clear they were a clique.	3/25/2023 1:17 PM
38	NA	3/25/2023 12:38 PM
39	Great experience overall	3/25/2023 8:50 AM
40	The day was long.	3/24/2023 5:15 PM
41	Thalamus is a clunky software, and I have had better interview experiences with just zoom alone	3/24/2023 2:54 PM
42	some technical issues, but overall it was fine	3/24/2023 2:01 PM
43	There were a couple of technical difficulties (not being able to sign up for an interview on thalamus right away, zoom link not working), but otherwise it was great	3/23/2023 4:56 PM
44	I think it could have been cut down in time...the info session done by the PD was great, but just far too much talking. And 4 interviews is a lot. I don't know how much was gained from having all 4.	3/23/2023 1:56 PM
45	Offer an in person option	3/23/2023 1:17 PM
46	I thought MMC did an excellent job with their virtual interview!	3/23/2023 1:10 PM
47	none!	3/23/2023 11:37 AM
48	Thalamus is not my favorite platform for interviews because you have to click on different links for each interview (more possibility for mistakes or internet/computer errors).	3/23/2023 11:03 AM
49	No comments - I felt like the virtual interview was informative and went smoothly.	3/23/2023 10:11 AM
50	This was the best virtual interview day that I experienced throughout this process, I am not sure I can think of anything to be changed.	3/23/2023 9:15 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

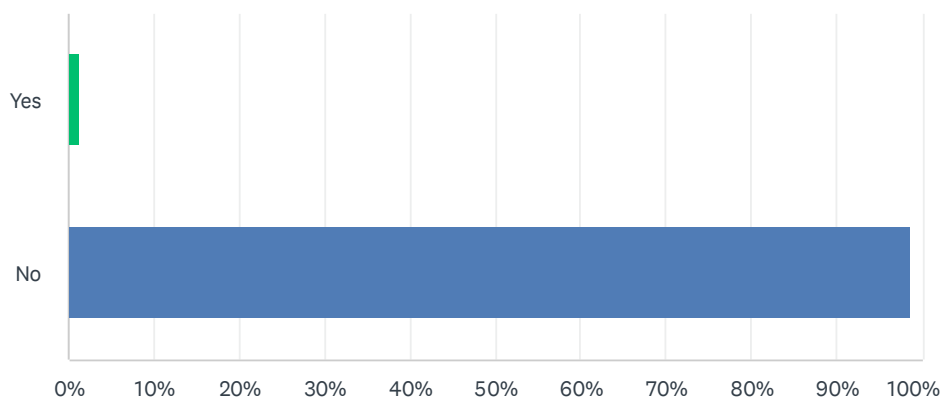
51	Remove the resident "meet and greet" the night before in favor of dedicated time with residents during the interview.	3/23/2023 8:39 AM
52	It might have been nice to be paired with a faculty interviewer who shared my interests	3/23/2023 8:33 AM
53	More information/details always helpful. It is great to have slides/printouts of details in case you want to reference later.	3/23/2023 7:32 AM
54	N/A	3/23/2023 1:03 AM
55	I did not like the use of Thalamus, difficult to navigate and it made internet connection more difficult	3/22/2023 8:49 PM
56	not sure	3/22/2023 7:30 PM
57	No improvements	3/22/2023 6:52 PM
58	Frankly, tough to comment on this when the interview was over 4 months ago	3/22/2023 5:53 PM
59	NA	3/22/2023 5:06 PM
60	No improvements to suggest	3/22/2023 4:57 PM
61	Great interview day	3/22/2023 4:21 PM
62	Better flow in 2-on-1 interview, as these can feel less personal.	3/22/2023 4:06 PM
63	I personally did not like Thalamus as a platform. It was a bit confusing and clunky.	3/22/2023 3:46 PM
64	I thought the virtual format went very well all things considered.	3/22/2023 3:00 PM
65	N/A	3/22/2023 2:37 PM
66	In-person visit. NRMP is considering changes to allow programs' early locking of rank lists; this would allow in-person 2nd looks which would be awesome.	3/22/2023 2:19 PM
67	n/a	3/22/2023 1:45 PM
68	I thought the virtual interview experience went well.	3/22/2023 1:41 PM
69	N/a	3/22/2023 1:39 PM
70	I don't think it could be improved much, it was excellent overall.	3/22/2023 1:27 PM
71	It was overall good so noni concerns on my end	3/22/2023 1:26 PM
72	Enjoyed the experience.	3/22/2023 12:58 PM
73	More resident interaction may have been helpful had I not been local.	3/22/2023 12:56 PM
74	It was a really great experience	3/22/2023 12:48 PM
75	Overall, I thought it was well done.	3/22/2023 12:48 PM
76	No suggestions for improvement.	3/22/2023 12:39 PM
77	No recommendations, I really enjoyed the interview experience.	3/22/2023 12:27 PM
78	It can always be shorter - these interviews get long, and zoom is weirdly exhausting!	3/22/2023 12:04 PM
79	N/a	3/22/2023 12:03 PM
80	It was great as is.	3/22/2023 11:56 AM
81	N/A	3/22/2023 11:55 AM
82	It was good	3/22/2023 11:53 AM
83	It couldn't, I came very close to ranking Maine Anesthesiology #1, it came down to having a large family and concerns about finding a place to live that could fit us affordably.	3/22/2023 11:52 AM
84	The resident I was supposed to interview with changed multiple times between schedule being posted and interview day	3/22/2023 11:47 AM
85	No suggestions	3/22/2023 11:35 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

86	NA - I loved my interview!	3/22/2023 11:34 AM
87	I prefer the interface of zoom over thalamus	3/22/2023 11:34 AM
88	Very Bad connection hard to interview and have a conversation.	3/22/2023 11:26 AM
89	I do not find Thalamus easy to use, neither for scheduling interviews or actually participating in interview, would prefer RezRate or some other platform.	3/22/2023 11:20 AM
90	I don't have any useful recommendations, interview day was excellent.	3/22/2023 11:15 AM
91	One of my best interviews, I ranked Maine very high	3/22/2023 11:08 AM
92	The standardized questions didn't seem helpful in them getting to know me.	3/22/2023 11:08 AM
93	I thought experience was good and can't think of any improvements	3/22/2023 11:07 AM
94	I wish Maine had sent "swag" to interviewees like other programs did	3/22/2023 11:07 AM
95	Should at least offer a choice to do IV in person for the candidates who wants first hand look at the program and hospital, give more time for the virtual interview.	3/22/2023 11:04 AM
96	More than one meet & greet for AI specific candidates	3/22/2023 11:03 AM
97	I enjoyed this interview quite a lot.	3/22/2023 11:01 AM
98	I know it can be difficult to coordinate schedules, but it would be nice to consider having more afternoon interview times, especially in consideration for applicants interviewing from further West	3/22/2023 11:01 AM
99	There was a really long gap between the program overview and my first interview, it's a little nerve wracking sitting and twiddling your thumbs for 40 minutes waiting for your next interview. This may also just be a personal preference but I really preferred interviews that just used Zoom as opposed to Thalamus. It got really confusing using so many different platforms this interview season, and the way Thalamus sets up the windows I felt like I could either look at the camera or look at my interviewer but appear as though I wasn't making eye contact.	3/22/2023 11:01 AM
100	One interview ran late because of the standardized questions taking up a lot of time and thus leaving minimal time to discuss my application and answer my questions, may be helpful to spread out the questions across more interviews or decrease the number of standardized questions	3/22/2023 11:01 AM
101	No suggestions	3/22/2023 10:57 AM
102	PD didn't seem to know my application	3/22/2023 10:57 AM
103	Personally, I found the 20-25 minute time to ask questions of the coordinator and resident a bit too much. I think having multiple applicants together to ask questions is okay but having it be just one applicant for that long was very stressful especially when a lot of questions had already been answered.	3/22/2023 10:57 AM
104	I thought it went super well! Well organized and timely. A lot longer than others- more interviewers. Not necessarily a bad thing.	3/22/2023 10:56 AM
105	Longer interview with less people	3/22/2023 10:53 AM
106	I wish I had known ahead of time that you did solo interviews because it threw me off initially.	3/22/2023 10:53 AM

## Q10 Were you asked anything inappropriate during your interview?

Answered: 246 Skipped: 69

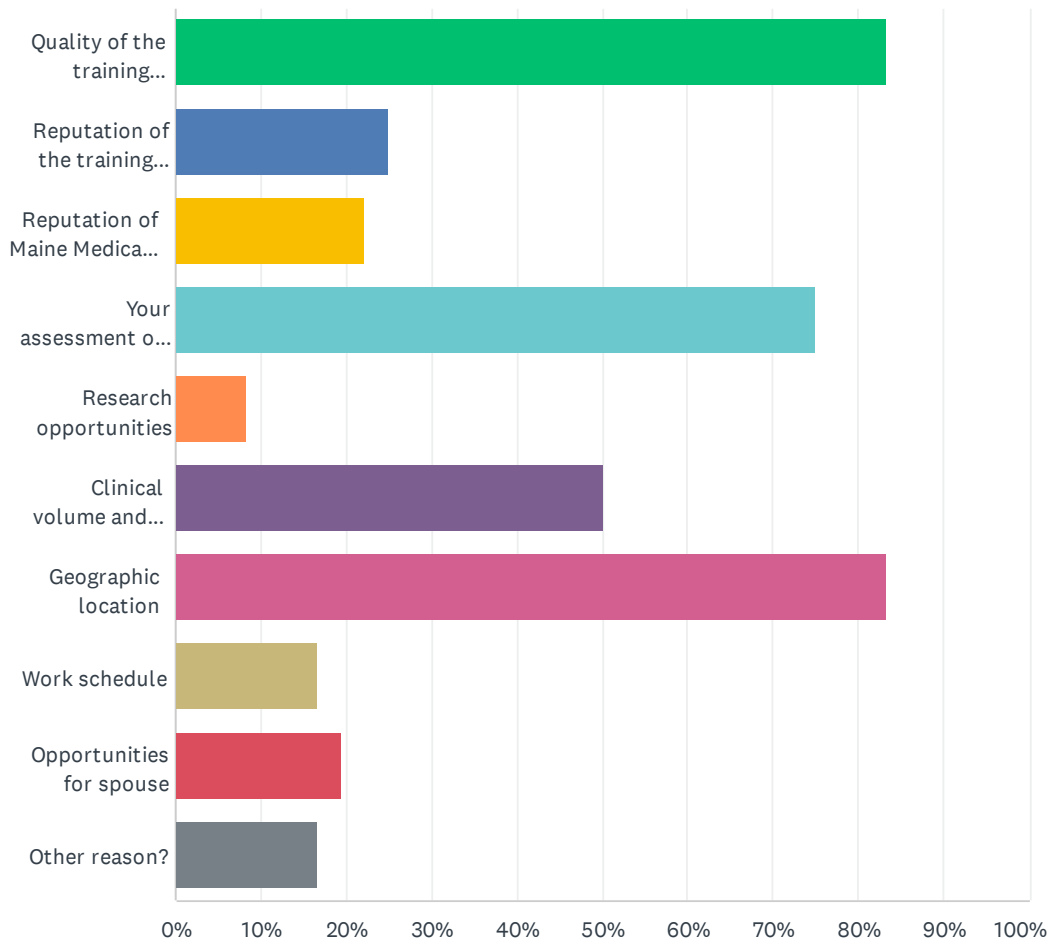


ANSWER CHOICES	RESPONSES
Yes	1.22% 3
No	98.78% 243
TOTAL	246

#	IF YES, PLEASE DESCRIBE SO THAT WE MAY PROVIDE FORMATIVE FEEDBACK TO THE PROGRAM.	DATE
1	I don't think I needed to be asked all the diversity and inclusion questions. Started out with the interviewer saying how inappropriate it was that a white man ask that and I felt that question is very political. I don't think medicine should be political. I would rather talk about what would make me a good resident not how tolerant I am of todays political climate.	4/5/2023 9:07 AM
2	Are you dual applying integrated CT	3/23/2023 10:39 AM
3	No one asked me any inappropriate question but one of the interviewer starts the iv by saying me to not to ask any question, interviewer only ask me one question and told me just because I'm an foreign I won't be a good fit. At the end told me that she is not gonna remember me at the end of the day and not really interested in taking interviews and as she is leaving soon just wanna get over with this.	3/22/2023 11:04 AM
4	Where else have you interviewed?	3/22/2023 10:53 AM

### Q11 If MMC was your first choice, please select the four factors most contributing to your ranking decision:

Answered: 36 Skipped: 279



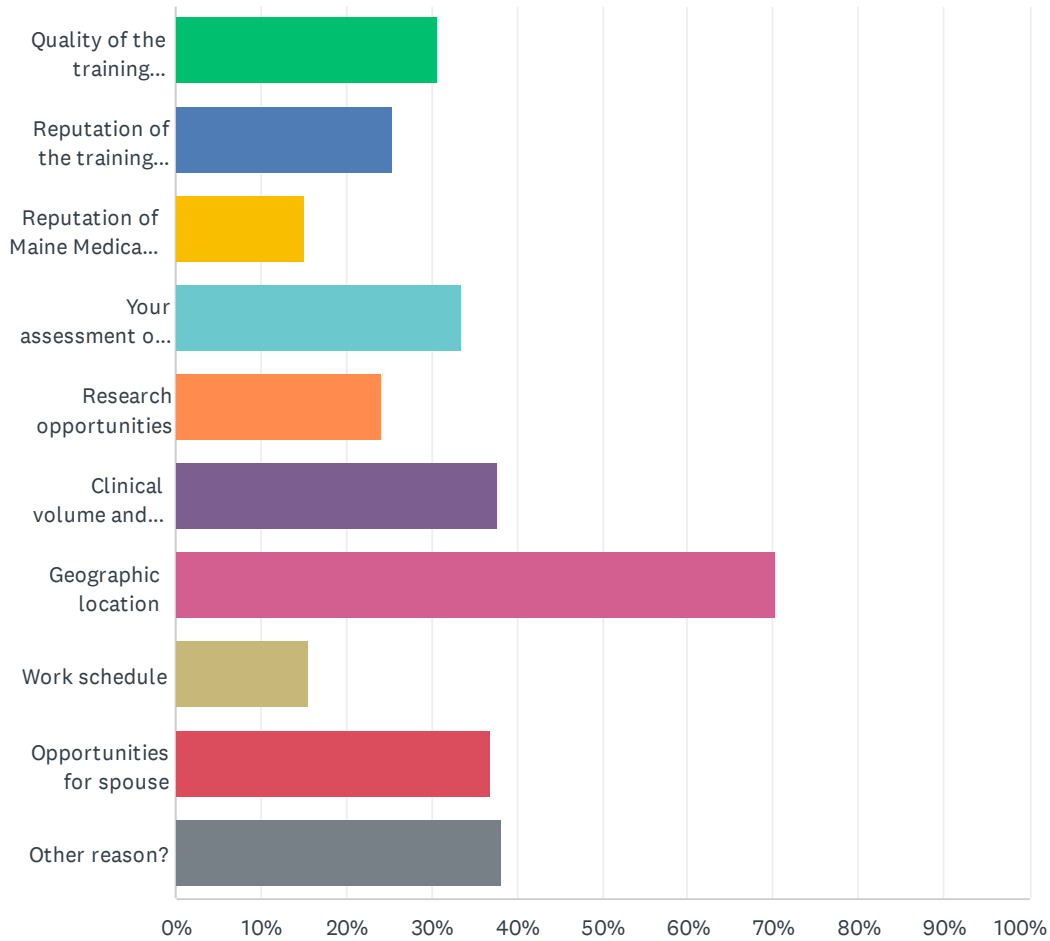
Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

ANSWER CHOICES	RESPONSES	
Quality of the training program	83.33%	30
Reputation of the training program	25.00%	9
Reputation of Maine Medical Center	22.22%	8
Your assessment of the program culture	75.00%	27
Research opportunities	8.33%	3
Clinical volume and breadth of clinical cases	50.00%	18
Geographic location	83.33%	30
Work schedule	16.67%	6
Opportunities for spouse	19.44%	7
Other reason?	16.67%	6
Total Respondents: 36		

#	OTHER REASON?	DATE
1	Interview day	3/28/2023 8:57 AM
2	Integrative medicine fellowship	3/24/2023 4:13 PM
3	surrounded by good people, didactic Thursdays, etc	3/23/2023 4:42 PM
4	Was not my first choice	3/22/2023 11:27 AM
5	Location preference and connections in the hospital.	3/22/2023 11:05 AM
6	Not my first choice	3/22/2023 10:58 AM

### Q12 If MMC was NOT your first choice, please select the four factors most contributing to your ranking decision:

Answered: 212 Skipped: 103



Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

ANSWER CHOICES	RESPONSES
Quality of the training program	30.66% 65
Reputation of the training program	25.47% 54
Reputation of Maine Medical Center	15.09% 32
Your assessment of the program culture	33.49% 71
Research opportunities	24.06% 51
Clinical volume and breadth of clinical cases	37.74% 80
Geographic location	70.28% 149
Work schedule	15.57% 33
Opportunities for spouse	36.79% 78
Other reason?	38.21% 81
Total Respondents: 212	

#	OTHER REASON?	DATE
1	My partner was not offered an interview for residency	4/19/2023 3:30 PM
2	Housing costs were not something I could have handled with a stay-at-home spouse and two young children. If compensation and housing were more aligned, MMC would have been my first choice. I hope to explore the area more and would consider pursuing employment upon attainment of an attending salary.	4/14/2023 9:31 AM
3	Everything else that I did not select I thought was a very strong positive. The decision ultimately came down to trying to find a balance between the wonderful things I love about MMC (culture, quality of staff/peers and training) and making myself more competitive for fellowship.	4/12/2023 5:08 PM
4	MMC was in my top 4 - it ultimately came down to location for me and what I wanted in my day to day life.	4/8/2023 5:10 PM
5	It is important to take written information provided by the applicant at face value. Asking multiple, and pressing questions about the validity of an applicants personal statement does not instill confidence that the program will support a resident in times of vulnerability. I only had one interaction where this was an issue that influenced heavily on my final decision of ranking this program where I did.	4/8/2023 10:26 AM
6	I was interested in a more rurally-focused training	4/6/2023 6:57 AM
7	I love MMC. The only reason it wasn't first for me is because I tried to be as close to home as possible for financial purposes (to save to help family).	4/5/2023 9:18 PM
8	I had heard great things about Maine Med EM which were only confirmed through the interview process. The residents and faculty alike seemed extremely happy with the depth/breadth of their work as well as familial atmosphere and work/life balance. Ultimately, location played a big role in my final ranking decision and was a key reason why MMC was not ranked first.	4/5/2023 5:31 PM
9	Resident space/call room. Hierarchal feel among the residents	4/5/2023 3:57 PM
10	Forgot to ask them about the security issues at one of the hospitals	4/5/2023 3:36 PM
11	No pgy-2 position, would have ranked #1 otherwise.	4/5/2023 1:18 PM
12	No heme onc fellowship	4/5/2023 1:09 PM
13	My partner can't move, otherwise this would have been closer to top of not top choice.	4/5/2023 10:52 AM
14	Fellowship in heme/onc is brand new this year, fellowship match	4/5/2023 8:47 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

15	Demographics of people in program and of patient population	4/4/2023 7:49 PM
16	Distance from support system (family, partner, friends)	3/31/2023 12:24 PM
17	Honestly, I adore the MMC FM team and was sad to not feel ready to rank MMC higher. The primary reasons I ranked the program lower were because 1) I want to work rurally and was concerned that my inpatient training would be different than it would be at a more rural unopposed program. 2) I was to be trained to competency in both low risk deliveries and medical terminations and did not feel confident that I would get the level of training I was looking for in either. Things I did feel great about where the location, the quality of the teaching/faculty/residents/and hospital, the integrative training, and the addiction medicine training.	3/30/2023 11:57 AM
18	-Residents shared that for years they had been trying to get a resident workroom on same unit as their pediatric patients -- says a lot about both admin support of residents/receptiveness to resident feedback and c/f patient safety (if residents are 10 min walk from their patients). Also shared lack of admin support in outpatient clinics and concerns about quality of educational didactics.	3/28/2023 8:28 PM
19	Housing and cost of living expenses	3/28/2023 7:48 PM
20	I have grown up/trained in New England and wanted to train in a new location which is the only reason I did not rank it #1	3/28/2023 8:57 AM
21	Cost of living w/ residency salary w/ recent inflation meant moving with a family was virtually impossible, despite wanting to go to this program.	3/27/2023 2:58 PM
22	Ranked highly but not number 1 because of couples match, lack of diversity, less pediatric patients on panel than my preference	3/26/2023 8:58 PM
23	Was looking for lesser clinic time since I want to pursue ICU/ED training.	3/24/2023 9:29 PM
24	I was seeking a more diverse patient population for my training. The program itself was highly desirable.	3/24/2023 5:16 PM
25	Patient diversity & languages spoken	3/24/2023 2:55 PM
26	Maine med could clearly use another resident per year in surgery, the residents seem overworked even by surgery residency standards	3/24/2023 2:02 PM
27	The residents were so kind and seemed to be really happy, but MMC does not serve the patient population I am interested in working with.	3/24/2023 10:47 AM
28	Size of the program	3/23/2023 4:57 PM
29	Size of program	3/23/2023 1:58 PM
30	Housing and parking.	3/23/2023 1:17 PM
31	low diversity of residents and faculty, lack of meaningful social EM curriculum/philosophy	3/23/2023 1:13 PM
32	MMC. was VERY high on my list and the reasons it wasn't higher were: (1) it would have meant moving a bit further and to a place a bit less familiar to me even though I am from New England, (2) small residency -- on the one hand I consider this a bonus of the program, that it feels so tight knit, but on the other hand felt like a "risk" given the virtual interview format. A program meet and greet would have been helpful here!, (3) although work/life balance in the program was described to me as excellent, again meeting more residents in a meet/greet would have helped confirm and, the programs I listed above MMC just barely beat it in terms of what I could discern about call and work hours	3/23/2023 11:39 AM
33	The two reasons above were really my only reasons for not choosing this program	3/23/2023 11:03 AM
34	As a summary statement, I felt very positively about my interview experience at MMC and would have been happy to join the program as a resident. However, I had the opportunity to interview with programs which had more opportunities for fellowship match/research/better regional/national recognition while offering better opportunities in the area for my partner so I ended up ranking MMC lower relative to these places.	3/23/2023 10:14 AM
35	Mitch, who would be chief my first year, lowered my rank of MMC. He talked over his peers, cut off applicants mid-question and belittled our choice of questions. I specifically asked a	3/23/2023 8:45 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

resident a question unique to their experience as the first resident with two residents per class. I used the resident's name to direct my question. Mitch jumped in to answer the questions before the intended resident had a chance. Giving him the benefit of the doubt perhaps he was having two bad days in a row (met virtually at the meet and greet and on the day of the interview), however in a small specialty and a small program I had concerns for his leadership style.

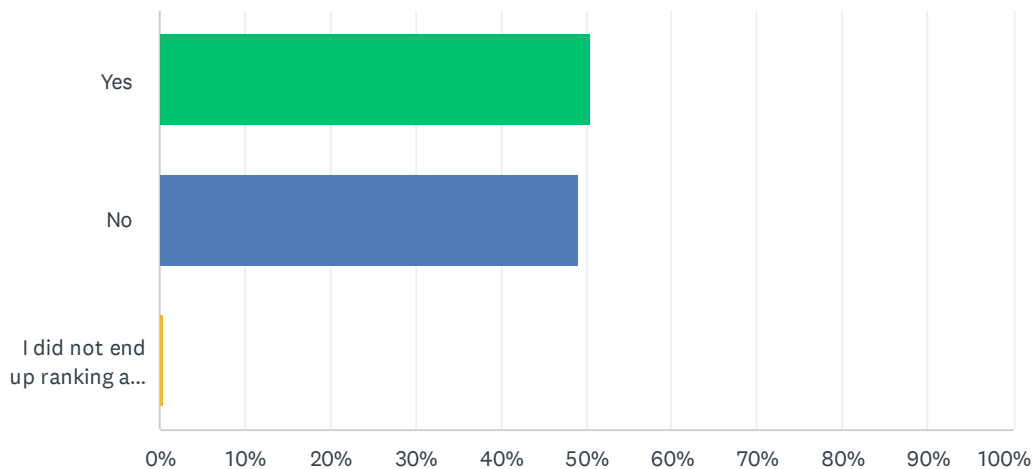
36	Fellowship opportunities/exposure to specific specialty (heme-onc)	3/23/2023 7:33 AM
37	While not my number 1, MMC was very close. I wish I would have spent more time expressing my interest. I had a wonderful experience on my Sub-I and it was exactly the type of program I would've been 100% happy being at. I think it came down to overall resident interactions and a different program inched ahead by a hair.	3/22/2023 9:10 PM
38	Fellowship match list	3/22/2023 6:08 PM
39	EM was not my first specialty choice	3/22/2023 5:54 PM
40	Flight / EMS opportunities	3/22/2023 4:58 PM
41	I had really positive impressions of all my interviewers, except one person who said that people who participate in my artistic hobby tend to be "full of Cluster B." I thought this was a particularly hurtful and judgmental comment coming from a psychiatrist. This person is not representative of the rest of my interviewers, many of whom commented positively about this hobby.	3/22/2023 4:08 PM
42	I love the program, I think it is excellent. I wanted to go somewhere else to train. A couple of my mentors strongly suggested that I leave for training if I intended to return, which I do.	3/22/2023 3:47 PM
43	I did not rank Maine #1 but thought very highly of the program and would have been happy to go there	3/22/2023 3:10 PM
44	I honestly would have ranked MMC as my first choice if my spouse was able to transition more easily. As it was, the program was my second choice due to quality, reputation, program culture, and breadth of clinical cases.	3/22/2023 3:03 PM
45	diversity	3/22/2023 2:42 PM
46	Diversity of patient population being more limited than other programs I ranked higher	3/22/2023 2:41 PM
47	Pay compared to cost of living. For example, MMC only pays ~\$5k more per year than the University at Buffalo, where cost of living is MUCH lower. Since I have a child at home, I determined it would be extremely difficult to balance a budget in Portland on an MMC salary.	3/22/2023 2:21 PM
48	Honestly, I became scared of the fact that the program was so new and small. I also didn't get the warmest feelings from the residents - it didn't feel or sound like they were best friends - which was concerning because there is only about 3 of them per class.	3/22/2023 1:47 PM
49	I felt very welcomed by the faculty and residents, but I noticed that it was not a very diverse group, which is important to me to have in a training program. I was also looking for a unionized residency program, and I am aware that in the past, MMC has brought in union busters when the nurses tried to unionize.	3/22/2023 1:43 PM
50	Just not my people, didn't share similar interests	3/22/2023 1:39 PM
51	All of the above factors caused me to view MMC favorably, just not as well-suited for me as my ultimate first choice.	3/22/2023 12:58 PM
52	Size of the program	3/22/2023 12:49 PM
53	Couples match	3/22/2023 12:31 PM
54	high insurance premium for families coupled with only slightly higher than the average salary compared to CoL around Portland	3/22/2023 12:31 PM
55	Primary reason was due to couples matching and having to take into account my partners preferences.	3/22/2023 12:29 PM
56	Lack of In house fellowship	3/22/2023 12:08 PM
57	Location of other family members	3/22/2023 12:04 PM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

58	I ranked MMC high, but was most concerned about the high geriatric population	3/22/2023 12:04 PM
59	Weak robotics training	3/22/2023 11:56 AM
60	Diversity of staff and patient population	3/22/2023 11:54 AM
61	Finding a home that could accommodate our family of 6. The call was a negative but not a game changer at all. The reputation is great, it's not a huge academic center but didn't phase me honestly. Truly a phenomenal program and I would love to come as an attending when we can afford housing.	3/22/2023 11:53 AM
62	Diversity of patient, resident and faculty population	3/22/2023 11:51 AM
63	I trained here as a medical student and wanted a new training environment	3/22/2023 11:48 AM
64	MMC was among my top choices, and did float around as my potential first choice multiple times in the decision-making process. The first choice I chose, was because it was better for my fiancé, with whom I coupled matched with, as she would have significant family support. However, MMC was still a place I was dreaming about constantly and I was extremely grateful for the interview.	3/22/2023 11:37 AM
65	Fellowship matching particularly looking at cardiology	3/22/2023 11:29 AM
66	Disappointed with in person rotation. Most were very nice but a couple of unfriendly residents and faculty. Lack of diversity.	3/22/2023 11:29 AM
67	fellowship match not as strong as other places I interviewed at. Really loved the program though otherwise	3/22/2023 11:25 AM
68	I did not feel that the program valued academics as much. For the chiefs presentation almost no-one was there.	3/22/2023 11:21 AM
69	No heme onc fellowships	3/22/2023 11:16 AM
70	I think I am interested in subspecializing within pediatrics, so I found I was looking for a program with higher volume of subspecialty patients	3/22/2023 11:16 AM
71	Didn't have the patient population I was looking for, not a good fit for personal goals	3/22/2023 11:11 AM
72	Fellowship opportunities	3/22/2023 11:09 AM
73	Vacation schedule	3/22/2023 11:05 AM
74	The residents clearly had a fantastic quality of life. I personally find that programs in general talk a lot about being family friendly, but I don't always get the best idea of if they are located somewhere that would be good to meet a partner, so that was a part of my decision. I also was concerned about the breath of opportunities, and was a little bit off put in hearing that the program often does not have a first start case.	3/22/2023 11:03 AM
75	I did not do a visiting rotation with the program. Wish I had to gain more understanding of culture in Maine. Ultimately matched in Boston, but things could have been very different if I had physically visited the program.	3/22/2023 11:02 AM
76	I really liked MMC and it was almost my first choice, the lack of abortion training was the only clinical experience that affected my ranking and it was a bit farther from family for me and my partner.	3/22/2023 10:59 AM
77	Maine was second only because of location since i couples matched. By myself, it would have been first simply for the med-psych floor.	3/22/2023 10:57 AM
78	Location was very important and a desirable factor in ranking Maine.	3/22/2023 10:54 AM
79	I would have been happy to be here, but I ranked a program that I was able to do an audition rotation with higher because I was able to experience the culture first hand	3/22/2023 10:53 AM
80	Cost of living in Portland, small program size	3/22/2023 10:53 AM
81	Categorical nature of the program (limited options)	3/22/2023 10:53 AM

### Q13 In your ranking of residency training programs, was the availability of research training a consideration?

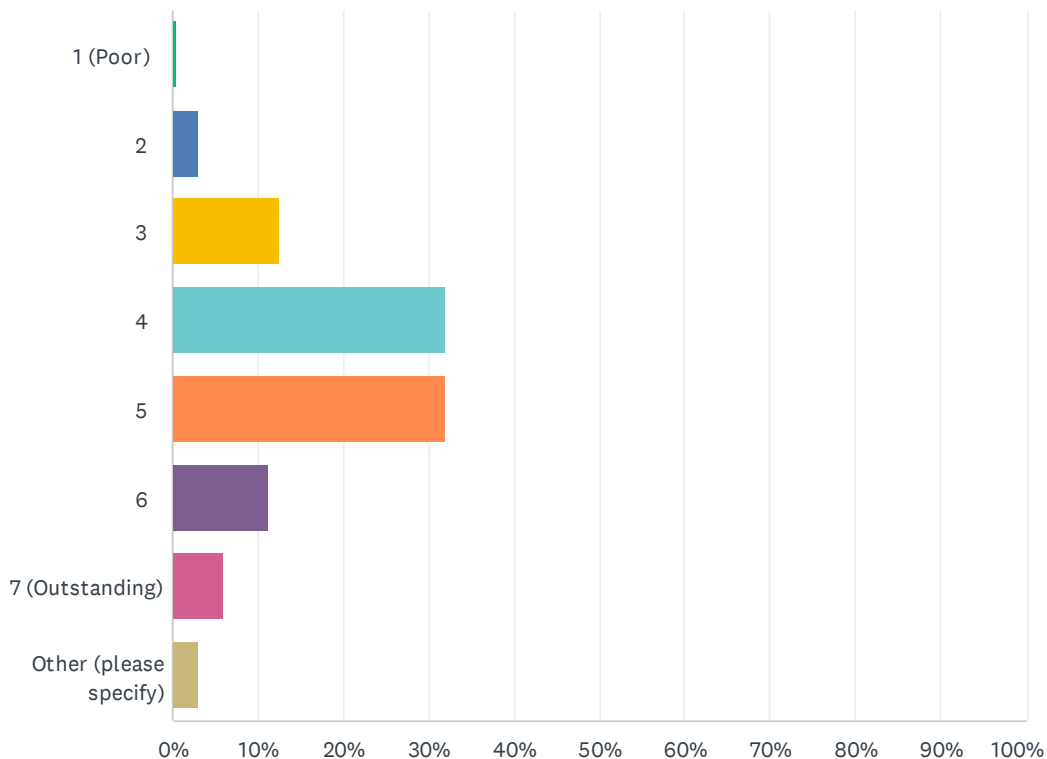
Answered: 243 Skipped: 72



ANSWER CHOICES	RESPONSES	
Yes	50.62%	123
No	48.97%	119
I did not end up ranking at MMC	0.41%	1
<b>TOTAL</b>		<b>243</b>

## Q14 Please rank your perception of the research training at Maine Medical Center for clinical trainees:

Answered: 238 Skipped: 77



ANSWER CHOICES	RESPONSES	
1 (Poor)	0.42%	1
2	2.94%	7
3	12.61%	30
4	31.93%	76
5	31.93%	76
6	11.34%	27
7 (Outstanding)	5.88%	14
Other (please specify)	2.94%	7
<b>TOTAL</b>		<b>238</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Available and supportive, but not a focus (my preference)	4/5/2023 11:10 AM
2	Didn't pay attention to it	3/26/2023 8:59 PM
3	I thought it was good...not great. Lots of opportunity for QI, which I know if the big thing right	3/23/2023 1:59 PM

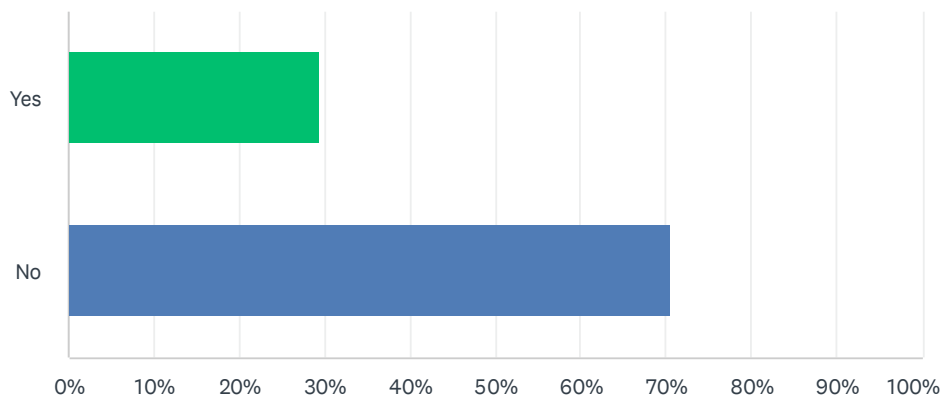
## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

now. But I thought there was less opportunity to participate in clinical randomized trials or more intense research beyond QI.

4	I would say around 5, where there appear to be research opportunities. It sounds like the research in the program is being expanded on, so there are a lot of unknown factors that will impact this moving forward.	3/23/2023 9:17 AM
5	Neurodevelopmental pediatric research seems very strong, however this is not my specific interest area.	3/22/2023 4:09 PM
6	I did not pay attention to this aspect	3/22/2023 12:32 PM
7	NA - I am not interested in research, and never learned enough to develop a perception of MMC's research.	3/22/2023 11:39 AM

### Q15 If a dedicated clinical and translational research training program for residents and fellows were available at MMC, would that have changed your perception?

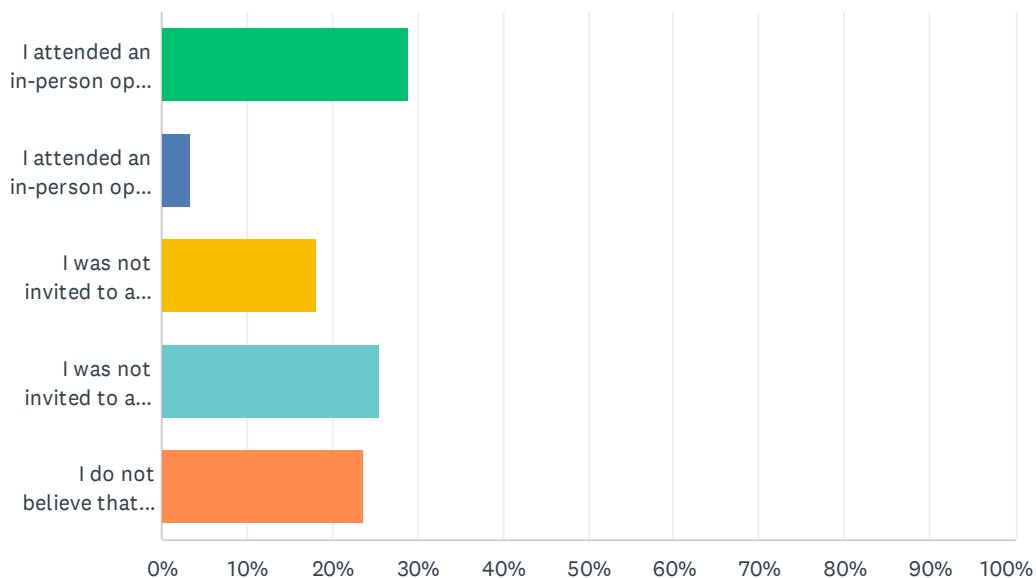
Answered: 241 Skipped: 74



ANSWER CHOICES	RESPONSES
Yes	29.46% 71
No	70.54% 170
TOTAL	241

**Q16 Some programs offered or considered offering an in-person open house, after their rank list was submitted and certified. Please choose the response that best represents your opinion on these open houses.**

Answered: 203 Skipped: 112



ANSWER CHOICES	RESPONSES	
I attended an in-person open house and found it helpful in making my rank list.	29.06%	59
I attended an in-person open house and did NOT find it helpful in making my rank list.	3.45%	7
I was not invited to an in-person open house but would have attended to inform my rank list.	18.23%	37
I was not invited to an in-person open house and would NOT have attended to inform my rank list.	25.62%	52
I do not believe that programs really certify their rank lists before offering an open house.	23.65%	48
<b>TOTAL</b>		<b>203</b>

## Q17 Please leave any additional comments/suggestions about the interview process.

Answered: 57 Skipped: 258

#	RESPONSES	DATE
1	Honestly the best part was that I could tell each of the interviewers actually read my application, that is shockingly rare and it made the interviews much more enjoyable	4/14/2023 9:36 PM
2	Would have ranked in Top Three but had to consider spouse's job search	4/11/2023 1:39 PM
3	I loved my interview at MMC!	4/7/2023 8:36 AM
4	The EM program at MMC thoroughly impressed me and I'm grateful to have had this opportunity.	4/5/2023 5:33 PM
5	It was nice!	4/5/2023 3:38 PM
6	Regarding the previous question (16), I was invited to multiple open houses, but did not attend any of them due to cost and time of travel. I felt comfortable trusting the programs not to allow that to influence their ranking.	4/5/2023 11:18 AM
7	I really enjoyed my interactions with the program and was very impressed.	4/5/2023 10:53 AM
8	Great program. Great staff. Would have been happy to match here	4/5/2023 6:51 AM
9	MMC was very near the top of my list. The main factor that made it not the top was geographic location. I wanted to be close to my family (within an hour drive).	4/1/2023 9:10 AM
10	loved this program	3/31/2023 10:04 AM
11	Went great! Thank you!	3/28/2023 7:49 PM
12	While I did attend an in person open house and did find this helpful to inform my rank list, I also was hesitant about whether programs can make changes or not to their certified rank list during this time (as we as applicants can re-certify several times) - I was not able to select both of these answers in the survey which is why I am including it here. This did cause anxiety amongst myself and others and should be more transparent to applicants to provide a more fair and stress-free process. In addition, I just wanted to say that MMC has a fantastic fellowship match that I think is not well known and could be better advertised as this actually highly informed my rank list in placing MMC in my top 5 schools.	3/28/2023 2:50 PM
13	Very lovely time getting to know your program. Residents were very helpful and forthcoming about their experiences and I appreciated that everyone saw me as a person and not just a resident. Geographic location and no partner/local support system informed my decision to not rank #1, which is outside of your control. Keep up the good work :).	3/27/2023 1:18 PM
14	I absolutely adored all of my communications with this program; my rank was lowered exclusively because my partner's career does not make Portland work well at this time	3/27/2023 10:58 AM
15	The interactions with the residents was very impactful and helpful in the process.	3/26/2023 11:06 AM
16	Your residents are not very diverse and gave the clear impression that IMGs/older students were unwelcome. I was initially very interested in the program but the residents, and my interaction with them, made it clear they were a clique and it would have been an uphill battle working there.	3/25/2023 1:18 PM
17	MMC Anesthesia is a wonderful community and my interview was one of my favorite this season!	3/25/2023 12:40 PM
18	Thank you for the wonderful virtual interview experience. It was delight to meet with the warm and welcoming faculty. I would have loved to train at Maine if things panned out that way.	3/24/2023 9:31 PM
19	On question 16, there was no response that fit. I was invited to attend an open house, but	3/24/2023 4:27 PM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

declined to attend as I have already been to the area and it would not have informed my decision. If I had never been to the are before then I would have attended. Good luck to the incoming class!

20	Please consider a virtual second look for folks not able to travel to maine on a weekday	3/24/2023 2:57 PM
21	For that last question I was invited to MMC. I could not attend but I think I would have found it helpful had I not already done a rotation there. I would like programs to keep doing that though. No other thoughts on the interview process!	3/23/2023 2:00 PM
22	I asked during my interview day about in person interactions and was made to feel as though that question was ethically wrong and a challenge to the program's commitment to equity. I thought the staff reaction was a bit unfair as I wasn't trying to challenge equity, I was just trying to arrange an in-person contact that would inform my perception of the residency culture and my rank list decision.	3/23/2023 1:19 PM
23	I did not find the single standardized question to be helpful.	3/23/2023 1:19 PM
24	in terms of the in-person open house after the program certified their list: I was torn about how to answer this question. I do think I would have worried about that last option, that the program had not truly certified their list (though my overall impression of the MMC psychiatry program was so positive, I think ultimately I would have dismissed that concern for this program). However, I also think it's important to note that if part of the whole premise of continuing to have virtual interviews is based on an equity argument, then offering an in person open house to applicants, even if it will not affect how the program ranks them, still represents an uneven playing field in terms of applicants' ability to assess the program. While it would have been nice to be able to go, I would have felt conflicted about how fair that is to offer. Are all my peers who would want to able to attend? Is the option of going to an open house going to select for students who have the resources to attend and then those who rank the program highly are just those with the means to travel? Would I be tempted to rank MMC higher just because I had the option to visit and it felt like a "safer" choice than other programs which, even if I liked them the same or better, I was more hesitant to rank highly because I did not have the option to go in person? I think overall this question represents a new, important decision in the match process for programs to address and I would hope that program directors come together to have a universal policy that all programs can follow so as to preserve the integrity of the process and a sense of uniformity and therefore fairness in the applicant's experience across programs.	3/23/2023 11:48 AM
25	Overall, I felt positive about MMC but ended up ranking it below programs with more established track record for academic output and career/fellowship placements regionally/nationally. I would have been happy to be a resident at MMC as the culture seems wonderful and the clinical training opportunities are robust. The location in Portland, Maine was also a plus. I would have liked more research opportunities/a research track to help with the possibility of an academic career or at least fellowship matching.	3/23/2023 10:17 AM
26	This was a great interview, I believe that the culture of the program that I experienced during an AI rotation showed through on interview day. There was clear communication of expectations as well as the schedule and flow of the day	3/23/2023 9:18 AM
27	There is a lot of virtual fatigue in the interview season. I interviewed at 9 programs and I was exhausted by it - I know my peers often interviewed at many more programs than that! I am recommending that all programs eliminate the resident meet and greets in favor for dedicated time in a residents room during the interview. It would consolidate our time on zoom/thalamus and realistically the meet and greets feel required with attendance from start to finish regardless of how often we are told they are optional. One hour, or even 1.5 hour is too much time for an online format where we get to know each other.	3/23/2023 8:48 AM
28	For question 16 there was no option to say "I was invited but did not attend an open house." I did not feel I needed to visit any of the programs that offered open houses, but I would have visited if MMC had offered one. I would have trusted that the rank list was already submitted. I felt like Maine had a short/ efficient interview day. On the one hand that's nice, but on the other hand it could make MMC more forgettable. One of my other programs that recruited very well had periodic "themed" Zoom gatherings between applicants and residents. MMC could consider a Zoom for residents/ applicants with kids or considering a family, for example, or perhaps one focused on outdoor hobbies in Maine, or one for LGBTQ, or one for primary care, or one for research at MMC, etc. That way MMC shows up in the applicant's inbox every so often during the interview season and applicants can join for topics they find important to them.	3/23/2023 8:40 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

29	I truly enjoyed my interview with Maine Medical IM residency. The interview brought it many spots up my rank list, and was conflicted about whether or not to rank Maine #1 because of the great program/opportunities. I just didn't quite feel reassured about matching into GI if that's what I ended up pursuing.	3/23/2023 1:08 AM
30	While disappointed to not have matched at MMC, I hold the program in such high regard. From Freddie to the residents, it is all such a cohesive bunch, I will certainly look to MMC for any future fellowship opportunities after my surgery residency.	3/22/2023 9:13 PM
31	I interviewed with a faculty member from the IM Rural Medicine Track. I was specifically asked what questions I had about this track - even though I did not apply for it. I do not know if my interviewer knew this or not, or if I was mistakenly assigned to interview with this person so I was caught off guard.	3/22/2023 6:13 PM
32	I was invited to an open house but was unable to attend. Overall, I loved MMC and would have been very happy to match there. Everyone was very kind and it was a fabulous interview experience with lots of knowledgeable people and a good culture of support.	3/22/2023 5:09 PM
33	A huge thank you to Mary Liberty and Emma Stanislawski for being incredible representatives of MMC Psychiatry!	3/22/2023 4:09 PM
34	I was a bit frustrated that one of my interviewers did not show and I sat there confused/anxious for 5 minutes before anyone showed up to explain the situation. Coordinating a time to interview with that individual never worked and even though I offered numerous times I got minimal response.	3/22/2023 3:50 PM
35	The residents and faculty I talked with during interview day were wonderful!	3/22/2023 2:45 PM
36	Overall I loved MMC and I ranked it in the middle but the geographic location and the salary were not sufficiently attractive.	3/22/2023 2:40 PM
37	Quick plug for in-person interviews. If we went back to in-person, student loans for travel costs would become available again, enabling applicants of all backgrounds to visit. Just saying. Not sure what net effect virtual interviews have in a post-COVID era, except for making it so that so-called "mid-tier" applicants don't get off the waitlist (I received 16 invites and attended 12 interviews, but had many highly-qualified friends with 5 or fewer OBGYN invites).	3/22/2023 2:27 PM
38	I had a lot of heartache around ranking Maine's program even up against top "ranked" programs like MGH and BIDMC. For me, the real catch was how new the program was and fears around growing pains and the uncertainty that comes there with. However, I really loved the ethos of the leadership and the programs explicit focus on wellness and learning over service - these messages work and had the program been a bit more established and had a few more residents I would likely have ranked it over these "top ranked" programs. I would make sure to hold onto these strengths as the program grows and matures as I think it can position the program to really have its choice of applicants.	3/22/2023 1:51 PM
39	Great day, thanks to all involved.	3/22/2023 1:29 PM
40	I think in person sounds nice, but is too expensive and time consuming, and we get a ton of information off of zoom!	3/22/2023 12:06 PM
41	The interview process was smooth and well-coordinated.	3/22/2023 12:00 PM
42	The department of anesthesiology should be commended for its excellence, I mean it. Had I been able to comfortably find an affordable place that fit our large family it is very likely I'd have ranked Maine #1. The PD is one of the most kind, integral and welcoming I've met. This goes 2 fold for the residents I met throughout the process. The faculty are chocked full of amazing pedigrees, experiences and personalities. Your program runs interviews significantly better than MANY big name program in this country if not all. Truly top 2 of my interview days. I feel bitter sweet feelings about staying at my home institution vs coming to Maine and hope it is clear that you shouldn't change anything.	3/22/2023 11:57 AM
43	I loved my interview at MMC, and the faculty were incredibly kind and inviting. MMC was among my top programs, and if I matched there, I would have been extremely happy and confident in the training I would have received.	3/22/2023 11:42 AM
44	I overall truly enjoyed my interview and ranked MMC high! Ultimately, family support in the area was the main reason it was not ranked first!	3/22/2023 11:42 AM

## Tell us About Your Residency Interview at Maine Medical Center (2023 Start)

45	Better communication with faculty and PD. I feel that from my >12 interviews with larger programs, MMC had the least amount of faculty availability and email access.	3/22/2023 11:32 AM
46	Wonderful interview day, lovely MMC. You were in my top 4 but would have been top 2 if my family situation was different.	3/22/2023 11:20 AM
47	I really loved my interview with the program. The culture and camaraderie seemed amazing, as did everyone in the program. I wish you all the best with your phenomenal new class.	3/22/2023 11:12 AM
48	Interview process was good, Only 2 things First plz offer in person interviews for ppl who wants to see hospital at first hand. Second, choose more enthusiastic and active interviewer who actually wants to interview applicants and evaluate them.	3/22/2023 11:09 AM
49	I really enjoyed the MMC urology interview and think I would have been a great fit. However, having not done a visiting rotation and not having previously spent any time in Portland, I was unsure about ranking it #1. I enjoyed the program culture, faculty and residents seemed happy and proud to be there.	3/22/2023 11:05 AM
50	I would have loved to visit MMC in person and probably would have attended an in person open house. This is not the case for many of the programs I interviewed at. I really liked my interview at Maine and I did end up breaking them in my top 10	3/22/2023 11:04 AM
51	Wonderful program and staff	3/22/2023 11:03 AM
52	I loved the personal touches especially from the residency program coordinator. I appreciated that my interview, as a rotator, included tips for interview season in general. I love MMC and although I didn't end up there would have been so happy to be there!!	3/22/2023 11:01 AM
53	I really enjoyed my interview and based on my experience I would consider MMC as a place to work in the future.	3/22/2023 11:00 AM
54	Really loved my interview with the EM department!	3/22/2023 10:58 AM
55	Please try to be more open to international medical graduates.	3/22/2023 10:58 AM
56	Thanks for the opportunity to interview! My older sister interviewed here about 6 years ago on her psychiatry journey and was impressed with the program as I was. Keep up the good work!	3/22/2023 10:58 AM
57	Loved the program and interview process. Thank you for the opportunity!	3/22/2023 10:55 AM

## Faculty Teaching Evaluation

*Dear Resident/Fellow: Please take a few moments to thoughtfully complete this teaching evaluation. Constructive and kind feedback is very valued by faculty who wish to improve their competency as Clinician-Educators. Your answers are completely anonymous.*

- 1. Overall comments about this faculty's impact on the training program. Please consider providing specific areas in which this attending could improve, using kind and constructive language:**

- 2. Develops a climate conducive to learning by:**

- a. Showing mutual respect and admitting personal limitations
- b. Being available to supervise while allowing appropriate autonomy and independence
- c. Creating an inclusive environment

Yes, consistently	Yes, but not consistently	No – does not often do this	No opportunity to assess
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment

- 3. Actively engages learners by:**

- a. Asking questions in a professional manner, incorporating bedside teaching, emphasizing problem solving
- b. LISTENING to learners
- c. Developing action plans for improvement

Yes, consistently	Yes, but not consistently	No – does not often do this	No opportunity to assess
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment

**4. Role models respect for:**

- a. All patients and families
- b. All care team members and physicians in other specialties

Yes, consistently	Yes, but not consistently	No – does not often do this	No opportunity to assess
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Comment

**5. Facilitates the learner’s educational goals by:**

- a. Establishing goals and expectations with the learner
- b. Offering appropriate clinical learning opportunities with appropriate supervision

Yes, consistently	Yes, but not consistently	No – does not often do this	No opportunity to assess
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Comment

**6. Provides Respectful Feedback to Learner by:**

- a. Giving frequent and timely feedback
- b. Giving specific, actionable feedback
- c. Asking learners to reflect on feedback and co-developing plan for improvement

Yes, consistently	Yes, but not consistently	No – does not often do this	No opportunity to assess
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Comment

**Thank you!**

## GME Crisis Response: Resident Death/Injury Emergency Protocol

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### Guiding Principle:

To formalize an algorithm to be used as a guideline and resource in the very rare event of a resident death/suicide or catastrophic event.

### Procedure:

#### **IMMEDIATE RESPONSE**

1. Take a breath – ask for help and delegate steps to facilitate a quick response
  - i. Contain the information as much as possible – until you are able to meet with the residents/faculty group most affected.
  - ii. Call an All-Hands meeting of affected residents/faculty – do this as soon as possible to minimize rumors and false information and to avoid isolated, grieving staff.
    1. Give only publically available, HIPPA-compliant information, being careful not to betray any confidential information you may know. Be aware that other residents/faculty will be hearing the information when they return for shift work and may need support then.
  - iii. **First decision:** WHEN and in WHICH ROOM you will meet. Consider having a call-in for residents/fellows not on-site so that they are not hearing incomplete information by text
2. Call Spiritual Services –call the operator (662-0111) and ask them to page the emergency consult on-call. Provide description of event and ask them to join you. Direct them to the room that you will use to meet with residents/faculty
3. **Inform your Chief/Chair** and have them join you for the meeting with residents/faculty. Have your Program Manager notify the DIO (Kalli Varaklis: 207-272-2282) or VP Med Ed (Linda Chaudron: cell 585-430-5055). GME Central Office will call the Office of the President, CMO, CAO who will alert senior MaineHealth leadership. The DIO will inform the ACGME.
4. Call Human Resources:
  1. Between 7:30 and 4:00 call: 662-2350
  2. After hours page the Administrator on-call. **Call the Operator and they will page the administrator on call**Human Resources will contact **Employee Assistance Program** and arrange for EAP members to come to your location, as needed. Any individual employee can call EAP directly by calling 877-259 3785 (User ID: mainehealth Password: lifebalance)
5. Call Psychiatry Dan Price: Pager (207)-741-7295 and VM 662-2370
6. Consider relieving distraught residents of duty temporarily, by contacting the PD of the residency program best able to offer resident manpower to help out clinically.

- Graduate Medical Education*
7. Contact your Service Line Leader to coordinate multi-disciplinary notification
  8. Prompt your Chief/Chair to help you **co-write** a department-wide email
  9. Take time to grieve – this is **profoundly** upsetting for you as a Program Director. Be mindful of feelings of guilt (especially if a suicide) and avail yourself of available resources as well.

**DELAYED RESPONSE:**

- Arrange for coverage for residents to attend funeral service, if applicable
- Connect again with Spiritual Counseling for recommendations on their recommendations for delayed response actions
- Offer counseling through EAP, including group counseling
- Offer Peer Support for individual processing; [Peertopeer@mainehealth.org](mailto:Peertopeer@mainehealth.org) or [Christine.Hein@mainehealth.org](mailto:Christine.Hein@mainehealth.org)
- TalkSpace is available for any employee for confidential counseling
- Meet with your residents frequently – keep an open-door policy
- Continue to pay attention to your own grief and need for support
- Write a letter to family
- If the resident had continuity patients, ask Human Resources for help drafting a letter to patients
- Human Resources will:
  - Contact payroll and appropriate beneficiaries, insurance, outstanding pay etc
  - Arrange to have personal belongings, if any, sent to the appropriate next of kin
- Work with the DIO to strategize how to re-arrange scheduling of rotations/call/clinical duties over the short and long term and to review the feasibility of recruiting for the empty position

**Maine Medical Center  
Specific Residency/Fellowship Program**

**FOCUSED – Personalized Performance Improvement Plan (PPIP)- EXAMPLE**

Resident: Dr. Resident

Date:

Reason for IEP:

Dr. Resident is **not** meeting program expectations in the following competencies, based on CCC assessment after review of attending evaluations, peer evaluations, nursing and junior resident complaints and patient feedback:

(examples are listed for all 6 core competencies, but a Focused-PPIP should be used with there is a deficiency in only one core competency)

**Patient Care**

- ⇒ Differential diagnoses are broad with some difficulty isolating likely diagnoses and appropriate work up
- ⇒ Care of the patient with different beliefs/desires than Dr. Resident's seems to have been a concern, as evidence by attending evaluation and patient letter suggesting some level of intolerance

**Medical Knowledge**

- ⇒ Dr. Resident's medical knowledge is below average, as evidenced by low in-service examination scores and attending feedback

**Communication**

- ⇒ Communication with nurses has noted to be a concern, based on nursing evaluation forms. Specifically, lack of return of page and phone calls

**Professionalism**

- ⇒ Interactions with junior residents and residents is an area of concern, specifically around delivery of feedback.
- ⇒ Punctuality – multiple documented instances of late to work

**Practice-based Improvement**

- ⇒ Dr. Resident appears to have some resistance and lack of insight to summative feedback, although is doing a better job in soliciting formative feedback

**System-based practice**

- ⇒ Dr. Resident has been documented to over-use referrals in their continuity clinic, despite re-direction and education

**Commented [VK1]:** A focused PPIP should be used when there is deficiency in only ONE core competency

**Commented [KV2]:** Make sure you are clear as to what evaluative data you have used.

## Expectation(s):

### **Patient Care**

- ⇒ Dr. Resident will focus on reporting pertinent information; better to say 'I don't know' if unsure about data
- ⇒ Continue to work on refining differential diagnoses – seek attending/chief feedback in real time.
- ⇒ Dr. Resident will be more objective about patients with whom they disagree and will seek attending perspective to help navigate these challenging patient interactions

### **Medical Knowledge**

- ⇒ Dr. Resident will be assigned to a reading mentor and is expected to put a reading schedule together demonstrating how they will improve in-service examination scores in this area

### **Communication**

- ⇒ Dr. Resident will promptly return pages and phone calls, as a measure of communication and professionalism. If unable to, they will ask a colleague to call and gather preliminary information

### **Professionalism**

- ⇒ Dr. Resident will use professional language when communicating with peers and juniors, avoiding raised voice volume. They will try to use the +/-/+ approach to giving peers/juniors feedback when they have not met clinical expectations. As a senior resident, they will be mindful of the needs of the team, the team members and own needs
- ⇒ Immediate improvement in punctuality

### **Practice-based Improvement**

- ⇒ Dr. Resident will consider being more open to summative feedback and continue to solicit formative feedback. This will be a key competency in effecting long-lasting improvement

### **System-based practice**

- ⇒ Dr. Resident will use consultants appropriately. They will make sure that all requests for consults are reviewed by the precepting attending prior to request

## Plan for Improvement

1. Dr. Resident will meet with their mentor at least every other week to talk about challenges and successes
2. Monthly meetings with Dr. Program Director, or as needed
3. Consider counseling with outside source for support, perspective and assistance in resolving communication issues

**Commented [VK3]:** Here is where you need to be crystal clear as to what your expectation are – so that residents have a fair and clearly articulated goal to achieve.

**Commented [VK4]:** Make sure you do not promise anything you cannot deliver on.

Plan for Evaluation

- Plan to solicit evaluations as usual, and from chief residents with whom they has worked and present interim evaluations to re-convened CCC in the spring.

**Commented [KV5]:** Need to be very specific here and include anything that you might utilize to evaluate in the future.

\_\_\_\_\_

\_\_\_\_\_

Program Director

Mentor

I acknowledge that the mismatch between expectations and my current performance has been reviewed with me in person. I commit to making my best effort to improve, seek feedback and meet expectations. I understand that failure to meet expectations may result in future continued remediation or probationary measures.

\_\_\_\_\_ MD/DO Resident      Date \_\_\_\_\_

**Maine Medical Center  
Specific Residency/Fellowship Program**

**PROBATION Personalized Performance Improvement Plan (P-PIIP) –  
EXAMPLE – Must be approved by DIO in advance**

Resident: Dr. Resident

Date:

Reason for Probation-ILP:

The Pathology CCC convened on {date} to review semi-annual evaluations and progress on the previous Remediation-ILP, included as an appendix to this document. After careful deliberation, the CCC has determined that Dr. Resident has not sufficiently met the expectations of the R-ILP and is **not** meeting program expectations in the following ACGME competencies, based on review of attending evaluations, peer evaluations, nursing and junior resident complaints and patient feedback (add any other evaluations that were utilized here):

**Patient Care**

- ⇒ Differential diagnoses remain very broad with some difficulty isolating likely diagnoses and appropriate work up
- ⇒ Care of the patient with different beliefs/desires than Dr. Resident seems continues to be a concern, as evidence by attending evaluation, a patient letter suggesting some level of intolerance and 2 RL Solution incidents filed within the last 6 months.

**Medical Knowledge**

- ⇒ Dr. Resident again performed significantly below average on the annual in-service examination (3<sup>rd</sup> percentile nationally). Insufficient medical knowledge has been noted to be a factor negatively impacting Dr. Residents ability to take care of complicated patients.

**Communication**

- ⇒ Communication concerns appear to have been resolved since the R-PIPP. Recent nursing evaluations indicated significant improvement in timeliness and professionalism of all communications

**Commented [VK1]:** To be used when terms of Remediation have not been met or fall further behind. Sometimes it is appropriate to continue a R-PIIP if there is significant improvement but not all concerns yet met

**Commented [KV2]:** There may not be a deficiencies in each of the ACGME core competencies for a R-ILP, but this framework is useful to give the learner broad, competency-based feedback to work on.

**Commented [KV3]:** Make sure you are clear as to what evaluative data you have used.

### **Professionalism**

- ⇒ Interactions with junior residents and other residents remain an area of concern, based on peer evaluation, medical student evaluations and an RL solution filed by a scrub tech in the OR about an interaction with a resident from another program. Interactions are described as short and disrespectful.
- ⇒ Punctuality – although there has been an improvement in the number of times Dr. Resident has been late to work without contacting their peers/attending, they continue to have 2-3 instances of being late to work, late to the OR and late to clinic.

### **Practice-based Improvement**

- ⇒ Dr. Resident's initial resistance to the R-PPIP was replaced with reluctant acceptance. However, Dr. Resident has not kept all their meetings with their mentor, did not complete the required number of questions in the test bank that had been agreed on, and recent self-evaluation responses are not aligned with the evaluations of the attendings, nurses and peers (theirs were far better).

### **System-based practice**

- ⇒ Referrals appear to be much more appropriate since the R-PPIP was made. However, recent evaluations suggest that Dr. Resident may be inappropriately “dumping” on residents from other services

### **Expectation(s):**

#### **Patient Care**

- ⇒ Dr. Resident will focus on developing refined differential diagnoses, checking frequently for formative feedback from attendings. They will read the literature related to cases they have recently seen to explore more robust differentials and appropriate work up and treatment plans.
- ⇒ Dr. Resident will be more objective about patients with whom they are uncomfortable and solicit attending back up with these interactions. They will undergo implicit bias training and work with a mentor from the DEI Office.

### **Medical Knowledge**

- ⇒ Dr. Resident had been assigned to a reading mentor and was expected to not only create a reading schedule – but adhere to it. Dr. Resident will update a doable reading schedule and re-commit to the required reading and question bank expectations. They will change their elective experience in September to a “Reading Month” to make sure they have dedicated time to improve this critical competency.

### **Communication**

#### **Professionalism**

- ⇒ Dr. Resident will use professional language when communicating with peers and juniors, avoiding raised voice volume. They will use teach back technique to help develop their listening skills and make sure that their colleagues are being heard. They will never raise their voice which is profoundly unprofessional.
- ⇒ Punctuality will be the expectation for all work expectations, unless there are truly extenuating circumstances (in which case Dr. Resident will communicate with attending/peers immediately)

#### **Practice-based Improvement**

- ⇒ Dr. Resident will need to be accepting of summative feedback and continue to solicit formative feedback. This will be a key competency in effecting long-lasting improvement and reversing the trajectory in this residency program.

#### **System-based practice**

- ⇒ Dr. Resident will make sure that they are not dumping work inappropriately on junior residents or residents from other services. If they have any concerns they are to check – in real time – with their attending.

### Focused Plan for Improvement

1. Dr. Resident will meet with her/his mentor at least every other week to talk about challenges and successes
2. Monthly meetings with Dr. Program Director, or more frequently prn
3. Dr. Resident requests that a NEW mentor be assigned to them, as they did not feel that the previous mentor relationship was good for them

**Commented [KV4]:** Make sure you solicit suggestions from the learner in terms of what they can think of that would help them succeed.

Plan for Evaluation

- Plan to solicit evaluations as usual, and from chief residents with whom they has worked and present interim evaluations to re-convened CCC in the spring. A copy of this Probation-PPIP has been provided to Dr. Smith, as has the Grievance Policy.

**Commented [KV5]:** Need to be very specific here and include anything that you might utilize to evaluate in the future.

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\_\_\_\_\_

Program Director

Mentor (as applicable)

I acknowledge that the mismatch between expectations and my current performance has been reviewed with me in person. I commit to making my best effort to improve, seek feedback and meet expectations. I understand that failure to meet expectations may result in continued probationary measures and/or non-renewal of license or termination of employment. I am aware that probation status is *mandated* to be reported to the Maine State Board of Medicine, and *may* be required to be reported by other state boards and credentialing bodies and/or future employers.

\_\_\_\_\_ Resident/Fellow

Date \_\_\_\_\_

**Maine Medical Center**  
**Specific Residency/Fellowship Program**  
**REMDIATION Personalized Performance Improvement Plan (R-PIPP)**  
**EXAMPLE: Needs to be reviewed by DIO in advance**

Resident: Dr. Fellow

Date:

Reason for R-ILP:

The Pathology CCC convened on {date} to review semi-annual evaluations and (insert here if they reviewed an F-ILP). After careful deliberation, the CCC has determined that Dr. Fellow is **not** meeting program expectations in the following ACGME competencies, based on review of attending evaluations, peer evaluations, nursing and junior resident complaints and patient feedback (add any and all other evaluations here):

**Commented [KV1]:** There may not be a deficiencies in each of the ACGME core competencies for a R-ILP, but this framework is useful to give the learner broad, competency-based feedback to work on.

**Commented [KV2]:** Make sure you are clear as to what evaluative data you have used.

**Patient Care**

- ⇒ Differential diagnoses are broad with some difficulty isolating likely diagnoses and appropriate work up
- ⇒ Care of the patient with different beliefs/desires than Dr. Fellow's seems to have been a concern, as evidenced by attending evaluation and patient letter suggesting some level of intolerance

**Medical Knowledge**

- ⇒ Dr. Fellow's medical knowledge is below average, as evidenced by low in-service examination scores and attending feedback

**Communication**

- ⇒ Communication with nurses has noted to be a concern, based on nursing evaluation forms. Specifically, lack of return of page and phone calls

**Professionalism**

- ⇒ Interactions with junior residents and residents is an area of concern, specifically around delivery of feedback.
- ⇒ Punctuality - not showing up to agreed up tasks (ie: interviewing candidates) without contacting support staff to anticipate absence

**Practice-based Improvement**

- ⇒ Dr. Fellow appears to have some resistance and lack of insight to summative feedback, although is doing a better job in soliciting formative feedback

**[System-based practice]**

- ⇒ Dr. Fellow relies excessively on consultations when they should be able to initiate work up and treatment before referring

**Expectation(s): here is where you want to be as explicit and clear as possible**

#### **Patient Care**

- ⇒ Dr. Fellow will focus on reporting pertinent information; better to say 'I don't know' if unsure about data
- ⇒ Continue to work on refining differential diagnoses – seek attending/chief feedback in real time.
- ⇒ Dr. Smith will be more objective about patients with whom s/he disagrees and will seek attending perspective to help navigate these challenging patient interactions

#### **Medical Knowledge**

- ⇒ Dr. Fellow will be assigned to a reading mentor and is expected to put a reading schedule together demonstrating how s/he will improve in-service examination scores in this area

#### **Communication**

- ⇒ Dr. Fellow will promptly return pages and phone calls, as a measure of communication and professionalism. If unable to, s/he will ask a colleague to call and gather preliminary information

#### **Professionalism**

- ⇒ Dr. Fellow will use professional language when communicating with peers and juniors, avoiding raised voice volume. S/he will try to use the +/-/+ approach to giving peers/juniors feedback when they have not met clinical expectations. As a senior resident, s/he will be mindful of the needs of the team, the team members and own needs
- ⇒ Immediate improvement in punctuality

#### **Practice-based Improvement**

- ⇒ Dr. Fellow will consider being more open to summative feedback and continue to solicit formative feedback. This will be a key competency in effecting long-lasting improvement

- ⇒ Dr. Fellow will re-complete the self-evaluation and answer the questions less flippantly and more meaningfully with discrete outcomes
- (ie: instead of “I will get better at reading by reading more” will be more concrete “I will create a schedule for reading of key textbooks and articles, coordinated with my clinical schedule, such that I complete xyz by June 30<sup>th</sup>. I will discuss my progress and any barriers with my mentor”.

### System-based practice

- ⇒ Dr. Fellow will review every proposed consultation request with supervising attending to get immediate feedback about appropriateness of referral

### Focused Plan for Improvement

1. Dr. Fellow will meet with their mentor at least every other week to talk about challenges and successes
2. Monthly meetings with Dr. Program Director, or more frequently prn
3. Dr. Fellow will think about any additional resources and/or support that could be helpful to them for discussion and consideration

**Commented [VK3]:** Make sure that you are not promising more than you and your program can deliver. Take notes on all meetings

### Plan for Evaluation

- Plan to solicit evaluations as usual, and from [anyone else] with whom they have worked and present interim evaluations to re-convened CCC in the spring. A copy of this R-PPIP has been provided to Dr. Fellow.
- Progress will be re-evaluated in 6 months, at the time of the next CCC meeting. Dr. Fellow will be able to access all formative evaluations in New Innovations and will have monthly meetings with his mentor to review.
- Failure to adequately meet the stated expectations, as determined by the CCC, will result in Probationary status for the next 6 months of training.

**Commented [KV4]:** Need to be very specific here and include anything that you might utilize to evaluate in the future.

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Program Director

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Mentor (as applicable)

I acknowledge that the mismatch between expectations and my current performance has been reviewed with me in person. I commit to making my best effort to improve, seek feedback and meet expectations. I understand that failure to

meet expectations may result in continued remediation or probationary measures. I am aware that remediation is not mandated to be reported to the Maine State Board of Medicine, however *may* be required to be reported by other state boards, credentialing bodies and/or future employers (with learner consent and release).

\_\_\_\_\_ Resident/Fellow                      Date \_\_\_\_\_