

MaineHealth Maine Medical Center Department of Psychiatry Policy and Procedures on Resident Recruitment and Selection

General Psychiatry Program

The Department of Psychiatry will select their residents through the National Residency Matching Program (NRMP). Recruitment practices will follow procedures outlined by the NRMP.

Eligible applicants include all students from L.C.M.E.- or A.O.A.-approved medical schools. International Medical Graduates (IMG) will also be considered eligible applicants if they have demonstrated clinical experience in psychiatry, and have documentation assessing their performance during this experience. IMG's will be informed either prior to or during the interview that H-1 visas will not be offered.

Review of the applicant's ERAS application and selection for interviews are based on the AAMC principle of 'Holistic Review'. All eligible applicants will be interviewed virtually.

Applicant photographs will be blinded until just before the interview (to be used for identification purposes only) in order to mitigate potential bias. Applicants will typically be interviewed by at least two program administrators (i.e. department chair, program director, chief resident, program manager) and faculty members. Residents will interview each candidate and will give input during the interview period and at the time the final rank list is established.

After the interview, applicants will be evaluated on a 0-10 point scale in the following categories:

- Experiences (including educational background, community service, research experience, leadership roles, professional associations, life experiences, experience with diverse populations, 'distance traveled')
- Attributes (including intellectual curiosity, interest in specialty, leadership, integrity, team player, cultural humility, language proficiency, interpersonal skills)
- Metrics (including medical school performance, grants, USMLE and COMLEX scores when available, publications/presentations)

The program director and department chair will assemble the final rank list with input from each interviewer and from the Program Evaluation Committee.

The Psychiatry Residency Program is committed to maintaining an educational environment in a manner where all persons are treated with professionalism, dignity, and respect. We expect that all interactions and relationships among educators, learners and other members of the residency's educational environment will be free of unlawful bias, prejudice, discrimination, harassment, and/or retaliation including as applicable on the basis of color, race, creed, sex, sexual orientation, transgender status or gender identity, age, physical or mental disability, whistleblower status, veteran or military status, national origin or any other protected status protected by law.

In keeping with ACGME and NRMP requirements, all interviewed applicants will have an opportunity to review the MaineHealth/MMC policy on visas, stipends and benefits, and review a

sample contract available on the Dept. of Medical Education website.

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