

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

Child & Adolescent Psychiatry Fellowship Program

The Department of Psychiatry will select their Child & Adolescent Psychiatry fellows through the National Residency Matching Program (NRMP). Recruitment practices will follow procedures outlined by the NRMP. Eligible applicants include all residents having completed at least three years of post-graduate General Psychiatry residency training in ACGME accredited residency training programs. International medical graduates (IMG's) who meet these criteria are welcome and encouraged to apply, however our hospital system is unable to support H1 visa status.

Interviews generally occur in person, though exceptions may be made, including due to the ongoing COVID-19 pandemic. Applicants will typically be interviewed by at least two program administrators (i.e. department chief, program director, chief fellow, program manager) and faculty members. Fellows will interview each candidate and will give input during the interview period and at the time the final rank list is established. Second interviews by interested applicants are welcome. The expense of one night's lodging will be paid by the Department for in person interviews.

Our fellow selection committee, uses a holistic review process to review the entire applicant portfolio. We value diversity of life experience in our review and seek to evaluate the whole candidate. Fellows will be selected on the basis of their preparedness, ability, aptitude, and based on the recommendation of the previous residency director. We also consider the prior academic record (Dean's letter [MPSE], USMLE or NBOME scores, and course grades). Personal qualities such as motivation, integrity, and ability to communicate will be assessed during the interview and by review of faculty letters of recommendation. After the interview, each interviewer will rate the applicant in on a 6-point scale, with a range of 0 (No Rank) to 5 (Excellent).

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

Child & Adolescent Psychiatry Fellowship Diversity, Equity and Inclusion Mission Statement

The Department of Medical Education at Maine Medical Center is committed to actively pursuing and welcoming a wide range of perspectives and backgrounds. We believe that doing so will improve the academic environment, drive innovation, and enhance our ability to provide compassionate and patient-centered care to our patients and their families.

Our responsibility is to ensure a safe, inclusive culture, aligned with MaineHealth Diversity, Equity, & Inclusion policies, where each person has recognized value. We are committed to fostering a collaborative, respectful, and equitable environment where our learners, faculty, and teams can thrive in an ever-changing global community.

The Child & Adolescent Psychiatry fellowship program aims for the recruitment and retention of a diverse and inclusive workforce.