

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.

Unless there are extraordinary circumstances, all eligible applicants must be interviewed at Maine Medical Center. Applicants will typically be interviewed by at least two program administrators (i.e. department chief, 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. Second interviews by interested applicants are welcome. The expense of one night's lodging will be paid by the Department.

Residents will be selected on the basis of their preparedness, ability, aptitude, and 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 an 11-point scale, with a range of 0 (No Rank) to 10 (Outstanding).

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

The Department of Psychiatry General Psychiatry Residency Program will not discriminate with regard to gender, race, age, religion, color, national origin, disability, sexual orientation, or veteran status.