

Program name

Interview # (ie #10)

ID: Coordinator name Date: _____
Does the program seem interested in producing high quality research to advance the field of EM?

3 yr / 4 yr Acad | Comm | County Rsch [^] 1 2 3 4 5 Dinner: Notes on who I talk to, general impression, where, notable things

#: Prog Coord phone # for if I get lost on interview day :) Making a card with gen Q's for residents at dinner, but haven't finished

@: Email given during day--whatever program says is best for Q's Q's

Notes: Usu. from program director welcome prior to interviews...

Long peds? Y / N Realized that residents with longitudinal peds think its much better

Best offserv: From residents--had some interesting answers

Worst offserv: Helps me assess program relationships with other services

Fellow: Rarely important but sometimes useful

Moon: Moonlighting seems to be important so that residents are ready to be attendings. Not for the money. Helps quantify level of resident autonomy.

Sim:

Misc:

Int 1: Name: _____ PD APD PGY3 other

Email: _____

Int 2: Name: _____ PD APD PGY3 other

Email: _____

Q's: _____ | Q's: _____

Interests: _____ | Interests: _____

Swap: ask, best, worst, rand, lead, team, social, family | **Swap:** ask, best, worst, rand, lead, team, social, family

The two questions I try to ask during my interview. Questions and rationale can be read at: ericawarkus.wordpress.com/questions

Deer: ø stop, euth, call, heal, meat, wait→?, other | **Deer:** ø stop, euth, call, heal, meat, wait→?, other

Unique: I'm trying to make a big list of all the unique details from programs I interview at so that I can bring that to whatever program I end up in. **Unique:**
~~Also useful question to assess interviewer's connection and interaction with program and residents. (ie if resident answers and interviewer answers are consistent, faculty is usually in touch with the resident experience.)~~ **Notes:**

Notes:

Representative? Y / N
Does the interviewer feel they are representative of program?

Read? 1 2 3 4 5
Did interviewer read my application?
If not, were they blinded?
If none of interviewers appear to have read, I am unlikely to view program highly.

Representative? Y / N

Read? 1 2 3 4 5

Int 3: Name PD APD PGY3 other

Email:

Q's:

Interests:

Swap: ask, best, worst, rand, lead, team, social, family

Deer: ø stop, Euth, call, heal, meat, wait→?, other

Unique:

Notes:

Representative? Y / N Read? 1 2 3 4 5

Int 4: Name PD APD PGY3 other

Email:

| Q's:

| Interests:

| Swap: ask, best, worst, rand, lead, team, social, family

| Deer: ø stop, Euth, call, heal, meat, wait→?, other

| Unique:

| Notes:

Representative? Y / N Read? 1 2 3 4 5

Int 5: Name PD APD PGY3 other

Email:

Q's:

Interests:

Swap: ask, best, worst, rand, lead, team, social, family

Deer: ø stop, Euth, call, heal, meat, wait→?, other

Unique:

Notes:

Representative? Y / N Read? 1 2 3 4 5

Int 6: Name PD APD PGY3 other

Email:

| Q's:

| Interests:

| Swap: ask, best, worst, rand, lead, team, social, family

| Deer: ø stop, Euth, call, heal, meat, wait→?, other

| Unique:

| Notes:

Representative? Y / N Read? 1 2 3 4 5

Tour:

Who:

On the tour I pay attention to the responses of nurses/staff to the residents giving the tour and to the applicants. Do nurses smile when they see residents? Do residents know anyone's name? Any personal jokes/stories between nurses and residents that show healthy attitudes/positive work environment?
Smiles? 1 2 3 4 5

Names: 1 2 3 4 5

Jokes/details: 1 2 3 4 5

Five Words: Summary impression post-interview

1. _____
2. _____
3. _____
4. _____
5. _____

I've found the best programs have a program coordinator that makes everything happen. Often they've been there for the majority of the program's lifespan, I note how long they've been there, what they say in conversations, what their views are, what residents say, and how well the communication is managed prior to interview.

Program Coordinator: 1 2 3 4 5

Gen Atmosphere: 1 2 3 4 5

Do residents hang with each other and attendings?

Each other: 1 2 3 4 5

Attendings: 1 2 3 4 5

Any red flags? Only time I've written stuff here is when an interviewer came across as shifty/untrustworthy during my interview. The two questions I ask are designed to be difficult with the "neutral answer" being one that is uncomfortable or difficult. If someone answers with an evasive answer or just says what they think I want to hear, that makes me uncomfortable with the program. Again, this has only happened once. Honesty and loyalty are very important to me.

I will probably be adding additional things in this space like: strength of leadership, Unique thing summary, level of innovation/commitment to change, ratio of out of state applicants to in-state applicants, level of resident autonomy and role in decision making, do I think I would be able to learn how to be a good program director in this program? (if I am called on to start a program in Hawaii someday, I want to have the skills to do so)

This page intentionally left blank so that I can carry my notes around without other people being able to read them :)