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 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) 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 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.  

Fellows 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), and based on the recommendation of the previous residency director. 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 Education Committee.  

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