

Appendix

Survey Questions

1. In last 10 years, have any residents been remediated?

- No residents have been remediated
- If yes, how many?
 - o 1
 - o 2
 - o 3
 - o 4
 - o 5
 - o 6
 - o 7
 - o 8
 - o 9
 - o 10
 - o Free text if greater than 10

The following set of questions will be answered based on the response to the question above regarding the number of residents who had been remediated.

Each set (Question 2 through Question 8) will be repeated for each resident who has been remediated. The questions will be asked in a sequential manner (Question 2 through Question 8) for each resident. For example, if the answer to Question 3 is 2 residents, then the set of questions will be repeated for each specific resident.

2. What PGY year was the resident remediated?

- 1
- 2
- 3
- 4
- 5

3. When was this resident accepted?

- PGY-1
- PGY-2 or later

4. Failure of which milestone competency prompted remediation? Select all that apply

- Practice-based learning
 - o Clinic setting
 - o Operative setting
- Patient care
- Medical knowledge
- Interpersonal and communication skills
 - o With residents
 - o With attendings
 - o With staff

- o With patients
- Professionalism
 - o Not trustworthy
 - o Drug or alcohol abuse
 - o Consistently not fulfilling requirements or duties
 - o If none of the above apply, then free text
- 5. How was the remediated resident identified? Select all that apply
 - Milestone achievement
 - Conference performance
 - Attending evaluations
 - Direct observation in clinical setting
 - Direct observation in operative setting
 - Orthopaedic In-Training Examination score
 - Incident report
 - Competency Committee meeting
 - Other (free text)
- 6. Who identified the remediated resident? Select all that apply
 - Attending
 - Chief resident
 - Residents
 - Physicians from other services
 - Ancillary staff
 - Self
 - Parents or family
 - Other (free text)
- 7. Intervention: select all that apply. Rank effectiveness if applicable
 - Increased number of feedback sessions
 - Mentor or structured supervision
 - Probation
 - Psychiatric or psychological counseling
 - Strict behavioral guidelines
 - Remedial didactic curriculum
 - Leave of absence
 - Formal psychomotor function testing or learning assessment
 - Substance abuse rehabilitation program
- 8. Outcome: select all that apply
 - Transitioned to another program in Orthopaedics
 - Transitioned to another field in medicine
 - o If so, what field? (free text)
 - Terminated
 - Pursued career outside of medicine
 - Graduated from original program
 - o If so, on time?
 - Litigation pursued