Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Supplemental Digital Appendix 2

2020 APDIM Annual Survey of U.S. Internal Medicine Residency Program Directors:

Informed Consent Page and COVID-19 Thematic Question Sections

Start of Block: Introduction

Q1 APDIM Annual Survey of Internal Medicine Residency Program Directors Fall 2020

Q2 For over 15 years, the APDIM Survey and Scholarship Committee has collected representative data on graduate medical education (GME) in internal medicine (IM). APDIM Surveys provide residency program directors (PDs) with 1. critical trend data for planning and negotiation and 2. a voice to regulatory bodies such as the Accreditation Council for Graduate Medical Education (ACGME). This 2020 survey will identify immediate effects of the SARS-CoV-2 (COVID-19) pandemic on issues essential to GME training. Analyses of APDIM Survey data are presented at academic medicine professional conferences, through virtual forums, as scholarly works, and at IM.org. Immediately after submitting your responses, you will receive them by email.

This study (#20-AAIM-113) is exempt by Pearl IRB (U.S. DHHS OHRP #IRB00007772) under FDA 21 CFR 56.104 and 45CFR46.104(b). You are invited to participate as a residency PD whose program was ACGME-accredited prior to the start of the previous Academic Year (July 1, 2019) and holds APDIM membership as of today. Participation is voluntary; refusal to participate will not affect your or your program's APDIM membership. The survey software will alert you if you leave questions empty but you may skip any that you cannot or do not wish to answer.

Your data will remain confidential. No results containing identifiers of you or your program will be published in scholarly works or summary results files. Before survey section authors access the survey dataset, all personal and program identifiers will be removed by Alliance for Academic Internal Medicine (AAIM) Surveys staff, who hold valid human subjects research protections certificates and manage data collection.

If you encounter technical problems or no longer are the director of your institution's IM residency program, please contact AAIM Surveys staff at surveys@im.org or 703-341-4540. Questions about survey content may be directed to the APDIM Survey Committee Chair via surveys@im.org as well. If you feel that your rights as a participant have not been upheld, please contact Pearl IRB at info@pearlirb.com or 317-602-5917.

Please expect to allocate about 10 minutes to Section I and 25 minutes to the remaining sections (possibly less time, depending on your responses). If necessary, you may exit and return later without losing your data. Please use the unique survey link in your email invitation; you will be returned to where you left off. DO NOT USE your browser's "Back" or "Forward" buttons to navigate the survey. Instead, you must use the survey "<BACK" and "NEXT>" buttons at the bottom of each page.

*****ESSENTIAL FOR SURVEY NAVIGATION*****

1. This survey is compatible with most tablet devices but if you encounter technical problems please
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check that your device's operating system is updated. Smartphone use is discouraged due to programming that might cause unexpected errors or navigation problems. Your data will be collected using Secure Socket Layer encryption.

2. **Timeframe:** Unless otherwise specified, this survey applies to the most recently completed academic year (AY). Consider anybody enrolled or participating in your residency training program on December 31, 2019 as part of that AY.

3. **Cohort:** Questions apply to IM residents in a three-year IM training program. Unless otherwise specified, **DO NOT INCLUDE DATA FOR THE FOLLOWING:** 1. trainees enrolled in a transitional year program or preliminary program; 2. subspecialty fellows or trainees from programs not included in your ACGME program number.

4. Ready access to your program characteristics will help with completing Section I. **YOUR PROGRAM COORDINATOR(S) / ASSOCIATE PROGRAM DIRECTOR(S) MAY COMPLETE ALL OR PART OF SECTION I.** Share your unique survey URL with caution and please check the information entered by others before submitting your responses.

5. **Further technical assistance and support FAQs** about navigating this survey are available here (a separate browser tab/window will open).

*Thank you in advance for helping to strengthen the profession of IM residency training.*

Q3 **By clicking below, you acknowledge that your participation is voluntary.**

☐ Click “PROCEED” (below) to begin

<table>
<thead>
<tr>
<th>Display This Question:</th>
</tr>
</thead>
<tbody>
<tr>
<td>If Q3 != 1</td>
</tr>
</tbody>
</table>

Q4 **Do you acknowledge that your participation is voluntary?**

○ Yes (BEGIN the survey)

○ No (you will EXIT the survey and not be able to return)

*Skip To: End of Survey If Q4 = 2*

*End of Block: Introduction*
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### SECTION II. COVID Demographics and Finance

**Q28** **SECTION II. COVID Demographics and Finance**

Unless otherwise specified, please answer for the time period of *March 1, 2020 to the date in which this survey launched (August 18).*

**Q29** For what period of time was your hospital *maximally stressed* as a result of COVID-19? We realize that you might not know the exact dates but include the weeks when your census was the highest.

**Select the month and day**

<table>
<thead>
<tr>
<th></th>
<th>Month</th>
<th>Day</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BEGINNING DATE</strong></td>
<td>▼ March (1 ... August)</td>
<td>▼ 1 (1 ... 31) (31)</td>
</tr>
</tbody>
</table>

**Q30** **Select the month and day**

<table>
<thead>
<tr>
<th></th>
<th>Month</th>
<th>Day</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>END DATE</strong></td>
<td>▼ March (1 ... August)</td>
<td>▼ 1 (1 ... 31) (31)</td>
</tr>
</tbody>
</table>

**Q31** **Definition of Diagnosis of COVID-19**

We realize that there are many presentations of COVID-19 and that testing was not always available nor was 100 percent accurate. For the following questions, *please consider a COVID-19 diagnosis as anyone with any of the following:*

1. A positive test
2. Symptoms consistent with COVID-19 regardless of test results
3. Symptoms consistent with COVID-19 and no testing

**Q32** If you do not know the totals for the question below or do not wish to answer it, click here to bypass it.

- □ Do not know / Not sure or Do not wish to respond

---

Display This Question:

If Q32 != 1
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Q33 From March 1, 2020 to August 18, 2020 (launch of this survey), how many residents in your program...

<table>
<thead>
<tr>
<th>Were diagnosed with COVID-19 (based on definition above)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Were hospitalized with COVID-19 (based on definition above)?</td>
</tr>
<tr>
<td>Died from COVID-19?</td>
</tr>
</tbody>
</table>

Provide your best estimates; whole numbers only

Q34 Were you diagnosed with COVID-19 based on the definition above?

- No
- Yes
- Unsure
- Do not wish to respond

Display This Question:
If Q34 = 2

Q35 Were you hospitalized due to COVID-19?

- No
- Yes
- Do not wish to respond

Q36 How many beds does your main training hospital have? Please answer with respect to one hospital as your main training hospital. Whole numbers only. ____________

Q37 Between March 1, 2020 and August 18 (launch of this survey), what was the highest number on a single day of floor (non-ICU) patients in your main training hospital with COVID-19?

- Whole numbers only: ______________
- Do not know / Unsure

Q38 Between March 1, 2020 and August 18 (launch of this survey) what was the highest number on a single day of ICU patients in your main training hospital with COVID-19?

- Whole numbers only: ______________
- Do not know / Unsure
Q39 At any time between March 1, 2020 and August 18 (launch of this survey), was there a plan to care for all COVID-19 patients without using trainees?

- No
- Yes
- Do not know / Unsure

Display This Question:
If Q39 = 2

Q40 Why was there a plan to care for all COVID-19 patients without using trainees? Check all that apply.

- To protect trainees
- To preserve personal protective equipment
- Other (please explain): _____________

Q41 During the time period between March 1, 2020 and August 18 (launch of this survey), were residents assigned to care for known COVID-19 patients...

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes</th>
<th>Do not know / Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td>In the ICUs?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>On the general medical wards?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>In the ambulatory settings?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

Q42 What percentage of your residents was involved in caring for COVID-19 patients?

- Whole numbers only (1 to 100): _____________
- None: we did not have any COVID-19 patients
- None: residents were not eligible to care for COVID-19 patients

Q43 Did you revise your residents’ clinical rotation schedule because of the COVID-19 pandemic?

- No
- Yes
- Do not know / Unsure
- Other (please explain): _____________
Q44 *Were any accommodations made in your residents’ schedules due to the following (i.e., so they would not have to care for COVID-19 patients)? If you do not have an item for “other,” check “Not Applicable.”*

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pregnancy</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Immunocompromised state</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Young children at home</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Elderly parents in household</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Personal preference (did not want to care for COVID-19 patients)</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Other (please explain):</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

Q45 *Did your institution restrict the following for residents?*

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes</th>
<th>Do not know / Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional travel</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Personal travel</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

Q46 *Due to the pandemic…*

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes</th>
<th>Do not know / Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have there been cuts to your residency program's budget for the 2020-2021 Academic Year?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Do you anticipate there will be cuts to your residency program's budget for the 2021-2022 Academic Year?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
Display This Question:
If Q46 = 1 [2]
Or Q46 = 8 [2]
Q47 What will you do, or have you done, to reduce residency program spending? Check all that apply.

- Reduce the number of program administrators
- Reduce salary for program administrator(s)
- Reduce salary support to APDs
- Reduce the number of APDS
- Reduce salary support to core faculty
- Decrease spending on wellness programs (including social events and food) for residents
- Decrease spending on diversity and inclusion initiatives
- Decrease spending on educational perks for residents (e.g., book allowance, board exam, board study supplies)
- Reduce support for residents to attend conferences outside your institution or away rotations
- Decrease or defer capital spending for devices (e.g. ultrasound machines, simulation models)
- Decrease the number of PGY1s you will match for the next year (2021-2022)
- Decrease spending for recruitment
- Do not know / Unsure

Q48 Was your PD income (e.g., salary, institution’s contribution to your retirement) reduced for the 2020-2021 academic year due to the COVID-19 pandemic?

- No
- Yes
- Unsure or Do not wish to answer

Display This Question:
If Q48 = 2
Q49 How was your PD income reduced?

- My salary was reduced: By what percent was it reduced? Whole number: 1 to 100: ____________
- My institution’s contribution to my retirement was reduced: By what percent was it reduced? Whole number: 1 to 100: ____________
- Other (please explain): ____________
- Do not know / Unsure
Q50 **Due to the COVID-19 pandemic, did your institution provide or plan to provide additional pay or “hazard pay” to your residents?**

- No
- Yes
- Do not know / Unsure

Q51 **Do you believe that residents should receive “hazard pay?”**

- No (please elaborate): _____________
- Yes (please elaborate): _____________
- Unsure

Q52 **You have completed Section II!**

End of Block: SECTION 2. COVID Demographics and Finance

Start of Block: SECTION 3. Resident Mental Health / Engagement

Q53 **SECTION III. Resident Mental Health / Engagement**

Q54 **What about your residents’ response to the pandemic were you...**

Q55 **Most proud of? _____________**

Q56 **Least satisfied with? _____________**
Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Q57 Note: The following two questions pertain to observed behaviors.

Q58 During the pandemic, which of the following resident behaviors did you observe more frequently compared to the pre-COVID-19 period? Check all that apply.

- ☐ Volunteering to provide more support for their own colleagues within the program
- ☐ Volunteering to provide support to other residency programs or hospitals
- ☐ Providing additional support to non-physician team members
- ☐ Volunteering to provide outside service such as in homeless shelters
- ☐ Giving up or delaying vacation time
- ☐ Requesting difficult assignment
- ☐ Expressing pride in their role as residents (e.g., speaking highly about each other to bolster morale)
- ☐ Using social media or email to bolster morale
- ☒ None of the above
- ☐ Do not know / Unsure

Q59 During the pandemic, which of the following resident behaviors did you observe more frequently compared to the pre-COVID-19 period? Check all that apply.

- ☐ Tardiness
- ☐ Failure to provide support for colleagues
- ☐ Failure to provide support for non-physician team members
- ☐ Excused absences
- ☐ Unexcused absences
- ☐ Inappropriate email or social medical use
- ☐ Failure to respond (e.g., to pagers, direct phone calls, e-mails)
- ☐ Refusal to provide face-to-face care to patients
- ☐ Demand for hazard pay or extra compensation
- ☐ Speaking poorly about colleagues
- ☐ Spreading inaccurate information about program policies or procedures
- ☐ Spreading inaccurate information about COVID-19
- ☒ None of the above
- ☐ Do not know / Unsure
Q60 What were the main concerns that residents expressed to you during the pandemic? Check all that apply.

- ☑ No concerns were expressed
- □ Contracting COVID
- □ Bringing COVID home to family
- □ Childcare
- □ Family job loss
- □ Practicing at a level above their PGY year
- □ Not having a role in COVID care
- □ Effect on moonlighting
- □ Effect on salary / benefits
- □ Inadequate PPE
- □ Loss of connection with peers due to social distancing
- □ Being asked to perform extra clinical duties
- □ Lack of electives
- □ Excess ICU care
- □ Effect on fellowships or jobs
- □ Effect on clinical education
- □ Effect on ambulatory/clinic time
- □ Loss of vacations
- □ Loss of time with family
- □ Quarantine / isolation
- □ Other (please explain): _____________
Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Q61 Due to the pandemic, did you move any of your educational conferences to a virtual platform?
   - No
   - Yes
   - Do not know / Unsure

Display This Question:
If Q61 = 2

Q62 Do you plan to continue virtual conferences for the 2020-2021 Academic Year?
   - No
   - Yes
   - Don't know / Unsure

Q63 You have completed Section III!

End of Block: SECTION 3. Resident Mental Health / Engagement
Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Section IV. Ambulatory and Inpatient Practice Changes Due to COVID-19

TELEMEDICINE

Telemedicine is defined as provision of remote clinical services, such as diagnosis and monitoring, via healthcare technology.

Q65 If you have not used or are not using telemedicine for ambulatory continuity clinic visits during either of the periods below, check below to bypass this question.

☐ We have not used telemedicine for ambulatory continuity clinics during the periods below

Display This Question:
If Q65 != 1

Q66 For ambulatory continuity clinic visits, what percentage of visits were telemedicine (as opposed to in-person visits)?

<table>
<thead>
<tr>
<th></th>
<th>Whole numbers only</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior to the pandemic</td>
<td></td>
</tr>
<tr>
<td>During period of maximal pandemic intensity</td>
<td></td>
</tr>
</tbody>
</table>

Q67 How do you anticipate using telemedicine in residents’ clinics for the entire 2020-2021 academic year?

- All clinic visits will be telemedicine
- No clinic visits will be telemedicine
- Clinic visits will be a blend of in-person and telemedicine

Q65 != 1

- We anticipate returning solely to in-person clinic visits when safe
- Unsure
Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Q68 **Regarding telemedicine...**

<table>
<thead>
<tr>
<th>Have clinic preceptors received training in how to supervise via telemedicine?</th>
<th>No</th>
<th>Yes</th>
<th>Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Are you planning additional faculty development for telemedicine precepting?</td>
<td>No</td>
<td>Yes</td>
<td>Unsure</td>
</tr>
</tbody>
</table>

**Display This Question:**
If Q67 != 2

Q69 **How will telemedicine affect resident ambulatory education with respect to the following?**

<table>
<thead>
<tr>
<th>Physical exam skills</th>
<th>Worsen</th>
<th>No effect</th>
<th>Improve</th>
<th>Do not know / Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to patients</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patient-physician relationships</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to practice ambulatory medicine after residency</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Q70 Which factors do you believe are important for the continued use of telemedicine in resident clinic experiences? Check all that apply.

- [□] Physical distancing requirement
- [□] Reimbursement
- [□] Patient ability to participate
- [□] Patient satisfaction
- [□] Patient access to care
- [□] Perceived value
- [□] Clinic closures/reorganization
- [□] Other (please specify): _____________
- [⊗] Unsure

Q71 During the period of maximum stress of the pandemic at your hospital, which of the following changes occurred? Check all that apply.

- [□] Eliminated 24+4 call
- [□] Had residents perform a higher PGY year job
- [□] Incorporated virtual rounding
- [□] Used ambulatory or elective residents to increase your jeopardy or back-up list
- [□] Had your residents work on teams with residents from other specialties (e.g., anesthesia, surgery)
- [□] Had your residents supervised on team with faculty from other specialties (e.g., anesthesia, surgery)
- [□] Temporarily suspended your clinical competency committee
- [□] Other (please explain): _____________
- [⊗] None of the above

Q72 Are you interviewing candidates virtually for residency recruitment in the 2020-2021 Academic Year?

- [○] No
- [○] Yes: all candidates
- [○] Yes: some candidates
- [○] Do not know / Unsure
Display This Question:
If Q72 = 1
Or Q72 = 3
Or Q72 = 4

Q73 Who(m) are you interviewing in person? Check all that apply.

☐ Students from our associated medical school
☐ Students who live in the area
☐ Students in neighboring areas
☐ Students who live geographically close
☐ Students who are willing to travel
☐ ☒ All of the above
☐ ☒ None of the above
☐ ☒ Do not know / Unsure

Q74 You have completed Section IV!

End of Block: Section 4. Ambulatory and Inpatient Practice Changes Due to COVID-19

Start of Block: Section 5. Program Director Experiences and Wellbeing

Q75 Section V. Program Director Experiences and Wellbeing

Q76 In what way(s) were you involved in planning the local response to the COVID-19 pandemic with respect to the following? Check all that apply.

<table>
<thead>
<tr>
<th></th>
<th>Not involved</th>
<th>Participant in discussions / stakeholder</th>
<th>Leader of response / decision-maker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institution / hospital</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Department</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Program</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Medical school</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Q77 For this series of questions, please consider the two weeks of the pandemic that caused maximal stress for your program.

Q78 During your period of maximal stress, how supported did you feel by the following in managing your program’s response?

<table>
<thead>
<tr>
<th></th>
<th>Not at all supported</th>
<th>Somewhat supported</th>
<th>Highly supported</th>
<th>Do not know / Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital leadership</td>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>GME leadership</td>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Departmental leadership</td>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Residency leadership (APDs, chief residents, program administrators)</td>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Residents</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Local community</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Colleagues in other cities</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Q79 What new mechanism(s) did you use to maintain connectivity within the program during the pandemic? Check all that apply.

☐ No new mechanism(s)
☐ COVID-specific informational calls / meetings
☐ Video (e.g., Zoom, WebEx) educational conferences (not COVID related)
☐ Synchronous (but not video) educational conferences (e.g., morning report)
☐ Social calls/meetings (e.g., Zoom happy hours)
☐ Newsletters/emails (e.g., end-of-day email)
☐ Individual check-ins
☐ Other (please specify): _______________
Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Q80 MBI - Human Services Survey - MBI-HSS: Copyright ©1981 Christina Maslach & Susan E. Jackson. All rights reserved in all media. Published by Mind Garden, Inc., www.mindgarden.com.

Please answer this question without any special consideration of timeframes.

How often do you feel...

<table>
<thead>
<tr>
<th>burned out from work?</th>
<th>Never</th>
<th>A few times a year or less</th>
<th>Once a month</th>
<th>A few times a month</th>
<th>Once a week</th>
<th>A few times a week</th>
<th>Every day</th>
</tr>
</thead>
<tbody>
<tr>
<td>you've become more callous toward people since you took this job?</td>
<td>〇</td>
<td>〇</td>
<td>〇</td>
<td>〇</td>
<td>〇</td>
<td>〇</td>
<td>〇</td>
</tr>
</tbody>
</table>

Q81 Have you considered resigning as program director during the following periods?

<table>
<thead>
<tr>
<th>between mid-August 2019 and March 1, 2020?</th>
<th>No</th>
<th>Yes</th>
<th>Not sure / Cannot answer (e.g., in position for less than one year)</th>
</tr>
</thead>
<tbody>
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<td>from March 2, 2020 through the present?</td>
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Display This Question:
If Q81 [ 2 ] (Count) >= 1

Q82 How likely are you to resign in the next 12 months?

○ Very unlikely
○ Somewhat unlikely
○ Neutral
○ Somewhat likely
○ Very likely

Q83 What was the most difficult aspect of the pandemic for you as a program director?

______________
Supplemental digital content for Martin SK, Finn KM, Kisielewski M, Simmons R, Zaas AK. Residency program responses to early COVID-19 surges highlight tension as to whether residents are learners or essential workers. Acad Med.

Q84 What was the most positive aspect of the pandemic for you as a program director? __________

Q85 What did you learn about your own leadership ability during the pandemic? _______________

Q86 Please consider sharing a story from the pandemic (optional): ______________

Q87 You have completed Section VI!

End of Block: Section 5. Program Director Experiences and Wellbeing

Q117 Thank you for your time!

Once you click the "SUBMIT" button (below and to the right), you will be unable to change your responses.

Immediately after submitting your responses, you will receive them via email from "AAIM Surveys." You will also be directed to a landing page that links to a curated resource document on POCUS training in residency that you may download as a .pdf file. If you do not receive them, please check your email spam/junk mail folder or contact surveys@im.org.

Please "SUBMIT" the survey.

End of Block: END