**Appendix**

Appendix-1: Survey distributed to residency program stakeholders and medical students.

1. What is your position?
2. Resident, Program Administrator, or Staff physician – **Survey A**
3. Medical student – **Survey B**
4. Other – Disqualification

**Survey A – Residency Program Survey**

**Part 1: Demographics**

1. Are you directly affiliated with an adult or pediatric neurology residency program?
   1. Yes
   2. No – Disqualification
2. Is your adult or pediatric neurology residency program in Canada?
3. Yes
4. No – Disqualification
5. Were you involved in the CaRMS process for the 2020-2021 cycle at your university?

Ex. Program director, assistant program director, program administrator, CaRMs physician lead, chief resident, other resident actively involved in the CaRMS process, etc.

1. Yes
2. No – Disqualification
3. Are you part of a pediatric or adult neurology program?
4. Adult neurology resident program
5. Pediatric neurology residency program
6. In which area is your neurology residency program and/or institution?
   1. Atlantic Canada – Newfoundland, New Brunswick, Nova Scotia or Prince Edward Island
   2. Quebec
   3. Ontario
   4. Manitoba or Saskatchewan
   5. British Columbia or Alberta
7. Which medical school are you associated with?

**Part 2: Pre-CaRMS Adaptations**

Part 2A: The next set of questions is meant to get an understanding of any new modalities or adaptations that your residency program used for the purposes of engaging medical students or educating medical students about your program for the CaRMS 2020-2021 cycle, in response to COVID-19.

1. Did your residency program use any social media platforms [select all that apply]?
2. Instagram
3. Twitter
4. Facebook
5. Other: [Please list]
6. We did not use any social media platforms – Skip to question 10
7. How effective do you think social media platforms were in helping medical students determine if your residency program was a good fit for them?
8. 5 - Very effective
9. 4 – Somewhat effective
10. 3 – Neutral - neither effective nor ineffective
11. 2 – Somewhat ineffective
12. 1 - Very ineffective
13. Did your residency program use any web-based platforms [select all that apply]?
14. AFMC webpage
15. Personal residency program website
16. Other: [Please list]
17. We did not use any web-based platforms - Skip to question 12
18. How effective do you think web-based platforms were in helping medical students determine if your residency program was a good fit for them?
19. 5- Very effective
20. 4 – Somewhat effective
21. 3 – Neutral - Neither effective nor ineffective
22. 2 – Somewhat ineffective
23. 1 - Very ineffective
24. Did your residency program organize any virtual meetings or meet-and-greet sessions during the pre-CaRMS interview period [select all that apply]?
25. Virtual small group residency program information sessions (≤15 medical students per session)
26. Virtual large group residency program information sessions (>15 medical students per session)
27. Virtual 1-on-1 meetings with medical students
28. Other: [Please list]
29. We did not host any virtual meetings - Skip to question 17
30. How effective do you think virtual small group meetings (≤15 medical students per session) were in helping medical students determine if your residency program was a good fit for them?
31. 5 - Very effective
32. 4 - Somewhat effective
33. 3 – Neutral - Neither effective nor ineffective
34. 2 – Somewhat ineffective
35. 1 - Very ineffective
36. Not applicable
37. How effective do you think virtual large group meetings (>15 medical students per session) were in helping medical students determine if your residency program was a good fit for them?
38. 5 - Very effective
39. 4 - Somewhat effective
40. 3 – Neutral - Neither effective nor ineffective
41. 2 – Somewhat ineffective
42. 1 - Very ineffective
43. Not applicable
44. How effective do you think virtual 1-on-1 meetings were in helping medical students determine if your residency program was a good fit for them?
45. 5 - Very effective
46. 4 - Effective
47. 3 - Neither effective nor ineffective
48. 2 – Ineffective
49. 1 - Very ineffective
50. Not applicable
51. If your residency program organized virtual information sessions (small or large group meetings), how many sessions were provided?
52. 1-2
53. 3-4
54. More than 5
55. Not applicable
56. Outside of teaching sessions offered to medical students on electives/selectives, did your residency program organize any virtual teaching or educational sessions [select all that apply]?
57. Medical student specific teaching sessions
58. Medical student invitations to resident half-days
59. Medical student invitations to grand rounds
60. Other sessions not categorized above: [Please list]
61. We did not organize any educational or teaching sessions - Skip to question 19
62. How effective do you think virtual teaching sessions were in helping medical students determine if your residency program was a good fit for them?
63. 5 - Very effective
64. 4 - Effective
65. 3 - Neither effective nor ineffective
66. 2 – Ineffective
67. 1 - Very ineffective
68. Have you used any non-virtual modalities to engage medical student interest? Please specify. (Ex. in-person 1-on-1 meetings, in-person information sessions, socially distanced activities outside, etc.)
69. Free text
70. Please rank the follow modalities in order of perceived effectiveness.

* 1: Least effective in helping medical students determine if your residence program was a good fit for them
* 7: Most effective in helping medical students determine if your residence program was a good fit for them
* Please pick “N/A” if your program did not utilize the modality or you do not have enough information to rank the modality

1. Social media platforms
2. Web-based platforms
3. Virtual small group residency program information sessions (≤15 medical students per session)
4. Virtual large group residency program information sessions (>15 medical students per session)
5. Virtual 1-on-1 meetings with medical students
6. Teaching sessions
7. Non-virtual modalities

Part 2B: Elective experience adaptations

1. Has your institution allowed visiting medical student electives from other Canadian institutions since regulation changes were implemented due to COVID-19 (since March 2020)?
2. Yes
3. No
4. I am unsure
5. Has your institution allowed medical student home electives/selectives from within your institutionsince regulation changes were implemented due to COVID-19 (since March 2020)?
6. Yes
7. No
8. I am unsure
9. Did you open up more opportunity for home school electives/ electives compared to previous years?
10. Yes
11. No
12. I am unsure

**Part 3: CaRMS Interview Period**

1. How did your program’s CaRMS budget compare to your previous years?
   1. It was Increased
   2. It was decreased
   3. It was the same
   4. I am unsure
2. Which virtual platform was used for virtual interviews [click all that apply]?
3. Zoom
4. Microsoft Teams
5. Google Meetings
6. Skype
7. Other(s): [please list]
8. What was the interview structure?
9. Multi-Mini-Interview (MMI)
10. Panel (2 or more interviewers per candidate)
11. 1 on 1 interview
12. Other: [Please list]
13. Was the interview structure different than prior years?
    1. Yes, the interview structure was differentthan prior years – Question 28
    2. No, the interview structure was not different than prior years - Question 29
    3. I am unsure – Question 29
14. Do you your new interview format will be carried on in future CaRMs cycles? [Please outline your reason in the free text box]
    1. Yes
    2. No
    3. I am unsure
    4. Reason: [Free text]
15. Did your program host any virtual information sessions during the interview period?
16. Yes
17. No
18. Were any virtual hospital tours organized?
19. Yes
20. No
21. Did your program host any virtual social activities during the interview period?
22. Yes - Question 32
23. No - Question 33
24. If yes, please describe the virtual social activities?
25. Free text
26. Compared to the traditional in-person structure of CaRMS interviews in past years, do you think virtual interviews were useful in getting to know the candidates?
27. 5 – Yes, virtual interviews were much more useful than in-person interviews
28. 4 – Yes, virtual interviews were somewhat more useful than in-person interviews
29. 3 – Yes, virtual interviews were equivalent to in-person interviews
30. 2 – No, virtual interviews were somewhat less useful than in-person interviews
31. 1 – No, virtual interviews were much less useful than in-person interviews
32. Please rank the follow CaRMs interview period modalities in order of perceived effectiveness.

* 1: Least effective in helping medical students determine if your residence program was a good fit for them
* 4: Most effective in helping medical students determine if your residence program was a good fit for them
* Please pick “N/A” if your program did not utilize the modality or you do not have enough information to rank the modality

1. Virtual interviews
2. Virtual information sessions
3. Virtual hospital tour
4. Virtual social activities
5. What do you think could have improved your CaRMS experience this year?
   1. Free text
6. Please identify any OTHER specific issues you encountered during the CaRMS process. [If none, please put N/A]
   1. Free text

**Survey B – Medical Student Survey**

**Part 1: Demographics**

1. Are you a final year medical student at an accredited medical school in Canada?
2. Yes
3. No – Disqualification
4. Did you apply to CaRMS this cycle (2020-2021 cycle)?
5. Yes
6. No – Disqualification
7. Did you apply to at least one adult neurology or pediatric neurology residency program in Canada?
8. Yes
9. No – Disqualification
10. In which geographic area is your home medical school?
11. Atlantic Canada – Newfoundland, New Brunswick, Nova Scotia or Prince Edward Island
12. Quebec
13. Ontario
14. Manitoba or Saskatchewan
15. British Columbia or Alberta
16. Which medical school are you/were you enrolled in?
17. How many Canadian adult neurology programs did you apply to?
18. 0-2
19. 3-5
20. 6-8
21. 9-11
22. 12 or more
23. How many Canadian pediatric neurology programs did you apply to?
24. 0-1
25. 2-3
26. 4-5
27. 6-7
28. How many Canadian non-neurology residency programs did you apply to?
29. 0-2
30. 3-5
31. 6-8
32. 9-11
33. 12 or more

**Part 2: Pre-CaRMS Adaptations**

Part 2A: The next set of questions is meant to get an understanding of any virtual modalities or adaptations (social media, virtual platforms, information sessions, teaching session, etc) that you personally attended or used in order to learn more about adult or pediatric neurology residency programs during the CaRMS 2020-2021 cycle.

1. Did you access any of the following social media platforms in order to learn more about a Canadian neurology (adult or pediatric) residency program [select all that apply]?
2. Instagram
3. Twitter
4. Facebook
5. Other: [Please list]
6. I did not access any neurology program based social media platforms for the purposes of CaRMS this year – Skip to question 12
7. How effective were residency program social media platforms in helping you determine if a residency program was a good fit for you?
8. 5 - Very effective
9. 4 – Somewhat effective
10. 3 – Neutral - neither effective nor ineffective
11. 2 – Somewhat ineffective
12. 1 - Very ineffective
13. Did you access any web-based platforms in order to learn more about a Canadian neurology (adult or pediatric) residency program [select all that apply]?
14. AFMC webpage
15. Personal residency program website
16. Other: [Please list]
17. I did not access any neurology program web-based platforms for the purposes of CaRMS this year - Skip to question 14
18. How effective were web-based platforms in helping you determine if a residency program was a good fit for you?
19. 5 - Very effective
20. 4 – Somewhat effective
21. 3 – Neutral - neither effective nor ineffective
22. 2 – Somewhat ineffective
23. 1 - Very ineffective
24. During the pre-CaRMS interview period, did you attend any program-organized virtual information sessions/meet-and-greet sessions in order to learn more about a Canadian neurology (adult or pediatric) residency program [select all that apply]?
25. I attended at least one virtual small group residency program information sessions (≤15 medical students per session)
26. I attended at least one virtual large group residency program information sessions (>15 medical students per session)
27. I attended at least one virtual 1-on-1 meeting with a resident program stakeholder (program director, resident, etc)
28. Other: [Please list]
29. I did not attend any neurology residency programs’ virtual information sessions/meet and greets/meetings - Skip to question 20
30. How effective were virtual small group (≤15 medical students per session) residency program information sessions in helping you determine if a residency program was a good fit for you?
31. 5 - Very effective
32. 4 – Somewhat effective
33. 3 – Neutral - neither effective nor ineffective
34. 2 – Somewhat ineffective
35. 1 - Very ineffective
36. I did not attend any small group information sessions
37. How effective were virtual large group (>15 medical students per session) residency program information sessions in helping you determine if a residency program was a good fit for you?
38. 5 - Very effective
39. 4 – Somewhat effective
40. 3 – Neutral - neither effective nor ineffective
41. 2 – Somewhat ineffective
42. 1 - Very ineffective
43. I did not attend any large group information sessions
44. How many small or large group information sessions did you attend for neurology (adult or pediatric) residency programs (excluding 1-on-1 meetings)?
45. 1-3
46. 4-6
47. 7-9
48. 10-13
49. 14 or more
50. I did not attend any small or large group information sessions
51. How effective were virtual 1-on-1 meetings in helping you determine if a residency program was a good fit for you?
52. 5 - Very effective
53. 4 – Somewhat effective
54. 3 – Neutral - neither effective nor ineffective
55. 2 – Somewhat ineffective
56. 1 - Very ineffective
57. I did not have any 1-on-1 meetings
58. If you had a 1-on-1 virtual meeting for a neurology (adult or pediatric) residency program, who did you meet with [select all that apply]?
59. Chief resident in the program
60. A non-chief resident in the program
61. Program director
62. Program administrator
63. Other: please specify
64. I did not have any 1-on-1 virtual meetings
65. Outside of teaching offered to you while you were on electives/selectives, did you attend any additional virtual teaching or educational sessions organized by a Canadian neurology (adult or pediatric) residency program [select all that apply]?
66. I virtually attended a teaching session that was part of a resident academic half day
67. I virtually attended a teaching session that was not part of a resident academic half day
68. I virtually attended grand rounds
69. Other: [Please list]
70. I did not attend any additional teaching/education sessions - Skip to question 22
71. How effective do you think virtual teaching sessions were in helping you determine if a residency program was a good fit for you?
72. 5 - Very effective
73. 4 - Effective
74. 3 - Neither effective nor ineffective
75. 2 – Ineffective
76. 1 - Very ineffective
77. Did you have any non-virtual meetings with residents/program directors from a Canadian neurology (adult or pediatric) residency program? Please specify. (Ex. In-person 1-on-1 meetings, in-person information sessions, socially distanced activities outside, etc.)
78. Free text
79. Please rank the follow modalities in order of perceived effectiveness.

* 1: Least effective in helping me determine if a residency program was a good fit for me
* 7: Most effective in helping me determine if a residency program was a good fit for me
* Please pick “N/A” if you did not access the modality

1. Social media platforms
2. Web-based platforms
3. Virtual small group residency program information sessions (≤15 medical students per session)
4. Virtual large group residency program information sessions (>15 medical students per session)
5. Virtual 1-on-1 meetings with medical students
6. Teaching sessions
7. Non-virtual modalities

Part 2B: Elective experience

1. How many weeks of visiting electives did you complete in adult neurology or pediatric neurology during this CaRMS cycle after March 2020?
2. 0 weeks
3. 1-4 weeks
4. 5-8 weeks
5. 9 or more weeks
6. How many weeks of visiting electives did you complete in adult neurology or pediatric neurology during this CaRMS cycle before March 2020?
   1. 0 weeks
   2. 1-4 weeks
   3. 5-8 weeks
   4. 9 or more weeks
7. How many weeks of home school electives/ selectives did you complete in adult neurology or pediatric neurology during this CaRMS cycle after March 2020?
   1. 0 weeks
   2. 1-4 weeks
   3. 5-8 weeks
   4. 9 or more weeks
8. How many weeks of home school electives/selectives did you complete in adult neurology or pediatric neurology during this CaRMS cycle before March 2020?
   1. 0 weeks
   2. 1-4 weeks
   3. 5-8 weeks
   4. 9 or more weeks

**Part 3: CaRMS interview period**

1. How many adult neurology or pediatric neurology interviews combined did you attend virtually?
2. 0 – Skip to question 36
3. 1-3
4. 4-6
5. 7-9
6. 10-13
7. 14 or more
8. Which virtual interview modalities did you encounter? Select all that you personally encountered.
9. Zoom
10. Microsoft Teams
11. Google Meetings
12. Skype
13. Others: [please list]
14. Which virtual interview structures did you encounter? Select all that you personally encountered.
15. Multi-Mini-Interview (MMI)
16. Panel
17. 1-1 interview
18. Other: [Please list]
19. How many virtual adult neurology and pediatric neurology information sessions did you attend during the interview period?
20. 0
21. 1-3
22. 4-6
23. 7-9
24. 10-13
25. 14 or more
26. How many virtual hospital tours did you attend during the interview period?
27. 0
28. 1-3
29. 4-6
30. 7-9
31. 10-13
32. 14 or more
33. How many virtual social activities/sessions did you attend during the interview period?
34. 0
35. 1-3
36. 4-6
37. 7-9
38. 10-13
39. 14 or more
40. Do you think the virtual experience of CaRMS interview period (interviews, information sessions and/or social activities) as a whole was sufficient to properly get to know the residency programs staff/residents?
41. 5 – yes, I feel like I got to know the residency program/residents/staff extremely well
42. 4 – yes, I feel like I got to know the residency program/residents/staff somewhat well
43. 3 – I am neutral
44. 2 – no, I do not feel like I got to know the residency program/residents/staff that very well
45. 1 – no, I do not feel like I got to know the residency program/ residents/staff at all
46. Please rank the follow CaRMs interview period modalities in order of perceived effectiveness.

* 1: Least effective in helping me determine if a residency program was a good fit for me
* 4: Most effective in helping me determine if a residency program was a good fit for me
* Please pick “N/A” if you did not encounter the modality

1. Virtual interviews
2. Virtual information sessions
3. Virtual hospital tour
4. Virtual social activities
5. What do you think could have improved your CaRMS experience this year?
6. Free text
7. Please identify any OTHER specific issues you encountered during the CaRMS process. [if none, please put N/A]
   1. Free text