

Table 1. Study Timeline

Time (weeks)	Activity
0	3 “control” faculty evaluators complete evaluations of all residents*
0 – 2	Investigator collection of evaluations from self, faculty, medical students, nursing staff and patients
2	Program Director individual meeting with all residents and provide evaluations according to randomized groupings (1 st 360 versus 1 st Traditional)
2 – 4	Residents adapt to evaluation feedback from Program Director
4	Crossover begins Control evaluators (same as Time = 0 weeks) complete evaluations of all residents*
4 – 6	Investigator collection of evaluations from faculty, medical students, nursing staff and patients
6	Program director individual meeting with all residents and provide evaluations according to crossover group designation
6 – 8	Residents adapt to evaluation feedback
8	Control evaluators (same as Time = 0 weeks) complete evaluations of all residents*