

Type	Inclusion Safety Quotes
Negative	___ also made many jokes that were demeaning and derogatory to gay people (Examples = "that's so fucking gay," when referring to something he thought was stupid, joking about having sex with another male residents as something repulsive and disgusting.)
Negative	___ had moments where ... she didn't even try to hide that she really didn't care about the students.
Positive	As a third year clerk, this was truly the first time I felt invited as a member of the team; Dr. ___ truly set up a positive learning environment and emphasized that everyone on the team, especially medical students, have something to add to the team.
Positive	Despite being in the thick of her intern year, ___ did a great job ensuring that we were looked after as med students.
Negative	Dr. ___ consistently set a negative learning ENVIRONMENT, fraught with sexist and xenophobic attitudes.
Negative	Dr. ___ is generally unapproachable as an educator. Her behavior was not only rude and aggressive, but also odd and bizarre for a professional setting. To give a specific example: once I went to ask her a question at her office, as she saw me and before I was able to speak, she closed the door in my face and said "i don't have time for you right now.
Positive	Dr. ___ provided a wonderful and welcoming learning environment in the OR. He actually acknowledged that medical students were present and involved us in the case, which helped spark my interest in pursuing a surgical career. He took interest in getting to know us as individuals and was a joy to work with.
Positive	Dr. ___ set a positive learning environment where I felt comfortable being myself, which was refreshing.
Negative	Dr. ___ was a bully who belittled other members of the team.
Positive	Dr. ___ was an amazing teacher, and I feel so lucky to have been taken under her wing. She set a welcoming environment for me in the clinic, both with the staff and patients.
Positive	He has the distinction of being literally the only surgery attending to ask what our names were.
Negative	He made it clear that medical students were at the bottom of the ladder and meant nothing to the team. He constantly made us feel unwelcomed and unintelligent and assured us that we had nothing to offer.
Negative	He never once bothered to learn our names. He hid from us and avoided us at all costs, but found the time to be extremely rude in passing.
Positive	He was so attentive even to the needs of us medical students and I knew he had my back at all times.
Positive	I felt like an important member of the care team and was thanked for my efforts and hard work. Very supportive and encouraging environment.
Negative	I saw him weekly at the ___ Thursday rounds and I found some his comments and denial of women's concerns to be extremely troubling and just feel the need to express this somewhere. He was frequently dismissive of women's issues.
Positive	She always made sure we were included and created such a positive environment that we were all excited to go into the hospital each day.
Positive	She really encouraged and supported our learning in an often difficult environment for male students.
Negative	She seemed to forget I was even there, and sometimes ignored me when I asked questions, even in appropriate learning environments.
Negative	Was rude to the OR staff (would roll eyes and make exasperated facial expressions if anything took more than a few seconds) and this did not set a positive learning environment. I was afraid to ask questions because I thought I was going to get treated in the same way.

Type	Learner Safety Quotes
Positive	A great intern who spent time educating medical students and answering questions both professionally related as well as tangentially related, like about match, life as a resident, etc.
Negative	Couldn't help but feel like he enjoys when students get a question wrong or make a "mistake" in front of a patient.
Positive	Demonstrated genuine concern for the progress of students, offering timely and balanced feedback.
Positive	Dr. ____ always allowed students/interns to answer questions first and problem solve out loud. I believe this helped foster a great learning environment where everyone was comfortable to ask and answer questions.
Positive	During her lectures there's never an awkward silence because we're not scared to answer and look stupid.
Negative	He always had snarky comments to make when a student asked a question, which made me not ask questions. Couldn't help but feel like he enjoys when students get a question wrong or make a "mistake" in front of a patient. He would do so in a way that was mocking and condescending.
Negative	He asked us questions and yelled at us when we didn't know the answer, rather than teach us or ask questions to enhance our learning.
Positive	He created a very welcoming environment for questions, and feedback. He was always open to questions, and never made me feel dumb for asking a simple or obvious question.
Negative	He did not create a comfortable environment for people to ask questions or provide room to get answers wrong without being penalized.
Positive	He was always willing to answer any questions I had, no matter how ridiculous, which created a supportive working environment.
Negative	Her practically ignoring the medical students not only made them not learn but made an environment that was hostile towards asking questions and learning.
Negative	My experience started with Dr. ____ asking me a rapid fire series of questions regarding anatomy which normally would be okay, except when I got them wrong his responses included phrases such as "Oh god no" "wrong" "not even close" "wow you had a 50/50 and still got it wrong" and so forth.
Positive	She always asked if we had questions and made it a safe place to ask anything without feeling like we'd be penalized.
Positive	She felt like she wanted to teach and made it a safe-space to not know things which is rare.
Positive	She frequently asked questions but never made you feel bad for not having the answer and just treated it like another opportunity for learning.
Negative	She scoffed at some of our questions, and made us feel dumb for asking. When she asked us questions, I didn't feel comfortable responding.
Positive	When he would ask me certain questions during rounds, it really helped challenge me in deciding whether I was choosing the right course of treatment. He did it in a way that didn't feel like pimping, and more so like a conversation between colleagues.
Negative	When I did not know an answer to her question, she would scoff at me and occasionally ridicule me for not knowing the answer, instead of teaching me.
Positive	With Dr. _____, mistakes became learning opportunities,
Negative	Would ask resident level questions and when students didn't know the answers would states that they were going to fail.

Type	Contributor Safety Quotes
Negative	_____ was consistently rude to me and the other medical students. He would take opportunities from me, even when I had waited my turn and give them to the sub-intern from other schools. He would rarely engage me and when he did, would usually make me feel unintelligent.
Negative	Did not think to offer students the opportunity to practice blood draws or ABGs when the occasion arose.
Negative	Dr. _____ often sent students on tasks that were unrelated to medical education.
Negative	He always welcomed students to take part in his case but then it became clear that you were required to stay quiet, just simply retract when needed and otherwise stay out of the way.
Negative	He constantly made us feel unwelcomed and unintelligent and assured us that we had nothing to offer.
Negative	I routinely asked if I could help with anything or if I could conduct interviews, for which he consistently turned me down.
Negative	I spent the majority of my time shadowing residents and attendings, while I would have preferred seeing and presenting patients on my own.
Negative	Sometimes too much scut work.
Negative	When I tried to participate in discussions or ask questions I felt dismissed, felt as though she discouraged my participation and created an uncomfortable learning environment.
Negative	While some of the exams and discussions with patients were clearly things that I could have helped with as I had experience with collecting cultures and Pap tests before, I was told I could be nothing more than a shadower and that the site I was at was not appropriate for students which I thought was inappropriate and created a negative learning environment.
Negative	Would prefer more involvement in team, as opposed to having me shadow and do scut work.
Positive	I appreciated that Dr. _____ always tried to include us in tasks/procedures that could forward our learning, but was careful not to give us "scut" or "busywork" - it made me feel like a respected, valuable member of the team, and that he really cared about my learning.
Positive	_____ set an excellent environment for medical students, actively incorporating medical students in clinical responsibilities.
Positive	At the bedside he has the student/intern taking the lead in discussion with the team, which I enjoyed because it helped me feel like I was truly the one taking care of them.
Positive	Dr. _____ actively encouraged a "bottom-up" approach and allowed the medical student to answer questions first which allowed me to actively participate in rounds rather than passively hearing the resident's answers.
Positive	Dr. _____ created an environment in which I could thrive as a subintern, always giving me the support I needed while giving me the autonomy to make my own decisions on patient care.
Positive	Dr. _____ was extremely inclusive and allowed medical students to help in all aspects of patient care. She gave students ownership of patients and responsibilities regarding their care.
Positive	He encouraged me to pick up more patients after my first week, which allowed me to learn and grow into the role of an acting intern.
Positive	I also really respect how much responsibility she lets all of us take on. She refuses to micromanage and that makes everyone need to step up and take on as much responsibility as they can handle.
Positive	I never felt like she assigned me tasks that were not educational.
Positive	I really appreciated that he gave me independence with my patients and allowed me to present fully including coming up with my own assessment and
Positive	She encouraged me to carry patients at an intern level and really made me feel as though I had transitioned beyond the role of a medical student.

Type	Challenger Safety Quotes
Positive	Always willing to listen to any member of the team's thoughts, whether they are in agreement or differed from his own.
Negative	Dr. ____ sometimes seemed to interpret student's questions in response to feedback as being defensive or resistant to criticism.
Negative	Dr. ____ would want to be "right" and only want things done his way. When he was convinced of something, he would be stubborn and not very willing to change his mind or consider another perspective.
Positive	He created a comfortable environment where I was able to question or challenge things.
Negative	He did not seem to take suggestions during rounds and it was very uncomfortable trying to ask questions.
Positive	He is very down-to-earth and respectful, creating an environment where students and residents could freely state their opinion on patient management.
Negative	He refused to walk back his comments even after other attendings in the room cited strong literature that showed weight gain as a side effect and after *every single* individual in the room attested that they have had a patient complain to them about weight gain. He scoffed at this and implied that women simply don't know what they're talking about.
Negative	I would have told him some of these things in person, but I did not feel as though he created an environment receptive to two-way feedback or constructive criticism, as most of my other attendings have done.
Negative	In one of her lectures she presented the option of making a child smoke 2 packs of cigarettes in one sitting as a means of getting them to quit. Two students raised concerns about the ethics of it. She quickly refuted their opinions comparing it to removing an appendix for someone with appendicitis as a means for justifying the cruelty of this tactic.
Positive	Is very humble and will acknowledge when his colleagues have more expertise in one area or another.
Negative	My questions were met with defensive answers.
Positive	She always exhibited humility and was not afraid to admit the limits of her knowledge, while even asking me to update her on the latest guidelines, etc.
Negative	She doesn't tolerate any difference of opinion regarding patient behavior.
Positive	She set a positive learning environment and took time everyday to allow discussion of the patients and allow debate about potential treatment plans. This was especially important for several of our complex patients, because she kept an open mind and allowed us to expand and explore differential diagnoses, and we were able to correctly diagnose and treat the patient even though many previous doctors had missed it.
Positive	She set a very positive learning environment by answering all my questions and always acknowledged when she herself needed to refresh on certain topics which is comforting to the student to see that medicine truly consists of lifelong learning no matter which stage of training you are at.
Positive	She was very receptive to feedback on suggestions to improve the Sub-I experience, such as allowing the student more autonomy over putting orders which can be an underrated part of the Sub-I learning experience.