

V. Evaluation

B. Faculty Evaluation

Common Program Requirement:

B. Faculty Evaluation

- 1. At least annually, the program must evaluate faculty performance, as it relates to the educational program.*
- 2. These evaluations should include a review of the faculty's clinical teaching abilities, commitment to the educational program, clinical knowledge, professionalism, and scholarly activities.*
- 3. This evaluation must include at least annual written confidential evaluations by the residents.*

Explanation:

Regular evaluation of faculty is critical to maintaining and improving the quality and effectiveness of a residency program. The CPR require that faculty be evaluated on their clinical teaching abilities, commitment to the educational program, clinical knowledge, professionalism, and scholarly activities. Residents should be asked to evaluate only those areas on which they have direct knowledge and information on which to judge quality. For example, residents can accurately report their perceptions of faculty clinical teaching abilities, commitment to the educational program, clinical knowledge and professionalism. They would have direct knowledge of the quality of a faculty's scholarly activities related to research only if they were working with that faculty on a research project. Otherwise, their evaluation of scholarly activity would be based on indirect knowledge.

Programs or the clinical department may have a written plan for how teaching faculty are evaluated annually. The faculty evaluation plan may include: who evaluates faculty; when evaluations take place; evaluation form(s) used (paper or electronic); methods for distributing forms and collecting and analyzing completed forms; methods to assure a high rate of return for completed evaluations; timing and format for providing feedback to faculty based on evaluation data; and methods to review and improve the evaluation plan. As with any evaluation system, evaluators, including residents, need to be educated about the performance criteria and expected standards of performance.

Faculty evaluations completed by residents must be confidential. This means, at a minimum, that faculty have no way of identifying how any individual resident evaluated them. In practice, faculty can view only aggregated numerical ratings (mean and range) and narrative comments from which all identifying information has been removed, including who made the comment as well as any comments that pertain to other individuals. Institutions may have additional requirements for confidentiality. Confidential should not be confused with anonymous. It is expected that someone, perhaps the program coordinator, would collect/collate the faculty evaluations in order to manage residents' compliance. Some programs may have developed a set of principles that

V. Evaluation
B. Faculty Evaluation

guide evaluation of faculty; if present, this may be included in the written faculty evaluation plan.