

YALE-NEW HAVEN MEDICAL CENTER
(YNHMC)

POLICIES AND PROCEDURES

Subject: Resident, Faculty and Program Evaluation in Accredited and GMEC Approved Training Programs

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Introduction:

This policy is adopted consistent with the hospital mission to educate physicians for a leadership role in clinical and academic medicine as well as to protect and improve the health and maintain the safety of our patients, visitors and staff, recognizing the importance of regular and structured feedback in teaching.

Policy:

It shall be the policy of Yale-New Haven Medical Center that residents and faculty in Accredited and GMEC Approved training programs be evaluated on a regular basis and in accordance with ACMGE program requirements. Each program must:

1. Provide objective assessments of competence in patient care, medical knowledge, practice-based learning and improvement, interpersonal and communication skill, professionalism and systems-based practice by rotation and by program year;
2. Use multiple evaluators/multisource evaluations (e.g. faculty, peers, self, other professional staff and patients)
3. Document progressive resident performance appropriate to educational level

At a minimum, program directors or their designee must evaluate the residents at the mid-year point (semi-annual evaluation) and at the end of each academic year (summative evaluation) and prepare written evaluations to be kept in the resident's file. Evaluations must be available to the residents. Program Directors must write a summary statement at the end of the resident's training period included in the summative evaluation, which should include the resident's ability to practice independently in the area in which they were trained.

At least annually, the program must evaluate faculty performance as it relates to the educational program. These evaluations should include a review of the faculty's teaching abilities, commitment to the educational program, clinical knowledge, professionalism and scholarly activities. Faculty evaluations should be used in faculty development. Program Directors must

ensure residents/fellows have an opportunity to complete a written evaluation of faculty confidentially and at least annually.

The Program Director must ensure that residents and faculty have an opportunity to complete a written evaluation of the program confidentially and at least annually.