



Department of Pathology

EVALUATION SYSTEM

RESIDENTS

Evaluation of Resident Performance on Rotations

- Resident evaluations are documented using the MedHub electronic system
- All residents have access to their written evaluations via MedHub and through the Pathology Residency Administrator.
- Faculty must evaluate and document resident performance in a timely manner at the end of each rotation via MedHub on each resident they supervise during the rotation.
- An objective assessment of competence should be rendered based on the six ACGME core competencies:
 - Patient care
 - Medical knowledge
 - Practice-based learning and improvement
 - Interpersonal and communication skills
 - Professionalism
 - Systems-based practice

Semiannual and Quarterly Evaluations

- Residents are evaluated semiannually by the departmental Clinical Competence Committee (CCC) to assess their performance based on the six ACGME core competencies.
- Data reviewed may include, but is not limited to rotation evaluations; peer, self and 360 evaluations, RISE scores, adherence to critical deadlines and attendance at mandatory teaching conferences.

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- Based on reviewed data, the CCC will rate the resident's overall performance as "satisfactory," "marginal," or "unsatisfactory".
- Each resident will receive a formal documented evaluation via MedHub after review by the CCC and their semiannual meeting with the Program Director and/or Department Chair.

Summative Evaluation

- Upon completion of the residency program, the Program Director will complete a summative evaluation of the resident's performance which will become part of the resident's permanent record maintained by the department.
- The summative evaluation will document the resident's performance during the final period of education and will verify that the resident has demonstrated sufficient competence to enter practice without direct supervision.
- Each resident will receive a documented summative evaluation via MedHub after review by the CCC and a meeting with the Program Director and/or Department Chair.

FACULTY EVALUATION

- Residents evaluate faculty performance as it relates to the educational program semiannually via MedHub to include:
 - Clinical teaching abilities
 - Commitment to the educational program
 - Clinical knowledge
 - Professionalism
 - Scholarly activities
- Each resident will be allowed to include written feedback via MedHub
- All faculty evaluations by residents are confidential.

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PROGRAM EVALUATION AND IMPROVEMENT

- The program conducts a formal, systematic evaluation of the curriculum annually.
- The Department Chair and Residency Program Director review the following data:
 - Resident performance
 - Faculty development
 - Graduate performance (including graduate performance on the American Board of Pathology certifying examination)
 - Program quality
 - Resident and faculty evaluations of the program (confidential)
- If deficiencies of areas for growth are found based on the parameters listed above, the CCC will prepare a written plan of action to document initiatives to improve performance.
- An Annual Review of Program written report and action plan will be provided to the teaching faculty annually. It will be discussed at a faculty meeting where the report and plan will be submitted for approval by the faculty.