EVALUATIONS OF RESIDENTS/FELLOWS

PURPOSE: The purpose of this School of Medicine (SOM) Graduate Medical Education (GME) Policy and Procedure is to establish a policy regarding annual and final evaluation of residents/fellows. The SOM shall have a consistent resident/fellow evaluation form that shall not differ among the 3 campuses at Amarillo, Lubbock, and Permian Basin.

REVIEW: This SOM Policy and Procedure will be reviewed on September 1 of each odd-numbered year by the Lubbock GME Office, with recommendations for revision forwarded to the GME Coordinating Council by September 30.

POLICY/PROCEDURE:

1. Evaluations will be completed annually and when completing or leaving the residency/fellowship program. These evaluations will include the following criteria:

   a. **Patient Care** that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.

   b. **Medical Knowledge** about established and evolving biomedical, clinical, and cognate (e.g., epidemiological, and social-behavior) sciences and the application of this knowledge to patient care.

   c. **Practice-based Learning** and improvement that involves investigation and evaluation of their own patient care, appraisal and assimilation of scientific, and improvements in patient care.

   d. **Interpersonal and Communication Skills** that result in effective information exchange and teaming with patients, their families, and other health professionals.

   e. **Professionalism**, as manifested through a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.
f. **Systems-based Practice**, as manifested by actions that demonstrate an awareness of and responsiveness to the larger context and system for health care and the ability to effectively call on system resources to provide care that is of optimal value.

g. **Teaching Skills**, to include didactic teaching of medical students and residents, morning report, journal club and grand rounds. Teaching in Patient care settings including inpatient rounds and ambulatory settings and patient education.

2. Annual evaluation will be submitted to the GME office with contract.

3. Final evaluations will be completed and submitted to the GME office prior to the resident/fellow’s final work day.

4. All evaluations will be signed by the resident/fellow and the program director.