

UTHSCSA Graduate Medical Education Policies

Section 3	Evaluation and Assessment Processes	Effective:	October 2000
		Revised:	May 2004
Policy 3.1.2.	Resident Evaluation	Responsibility:	Associate Dean for Graduate Medical Education
<b>Resident Evaluation</b>			
Purpose	Each GME program develops and maintains academic requirements for the educational development of the residents in that program. . In order to progress academically in the program, the resident must meet those academic requirements.		
Policy	<p>Residency programs are responsible for regular evaluation of residents' progress. Every program must demonstrate that it has an effective plan for obtaining faculty assessments of resident performance throughout the program and for utilizing the results to improve resident performance. Evaluations must employ methods that produce an accurate assessment of residents' competence in patient care, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, and systems-based practice. The evaluation process should use assessment results to achieve progressive improvements in residents' competence and performance. Evaluations must be performed at least twice a year, at six-month or shorter intervals, consistent with the applicable program requirements of the ACGME, and must be communicated to each resident in a timely manner.</p> <p>360° Evaluations include peer and student evaluations, patient evaluations, patients' family members evaluations, evaluations completed by other providers, etc. These evaluations should be de-identified to protect the identity of the evaluators.</p> <p>A written report of each such evaluation must be placed in the resident's departmental file. Residents must be notified promptly in writing if an evaluation may result in an adverse action such as probation, non-advancement, or termination. Residents should be given the opportunity to indicate in writing when they have disagreements with the written evaluation.</p> <p>The program director must prepare a final evaluation for each resident who completes the program. The evaluation must include a review of the resident's performance during the final period of education and should verify that the resident has demonstrated sufficient professional ability to practice competently and independently. The final evaluation must be part of the resident's permanent record maintained by the institution.</p> <p>These standards of evaluation must be applied equitably to all residents,</p>		

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be consistent with all relevant institutional policies, assure due process, and wherever possible, be published and available to members of the resident staff.

Evaluations of residents are to be used in making decisions about promotion, program completion, remediation, and any disciplinary action. The procedures for each of these actions are specified elsewhere.