

University of Utah
Division of Plastic Surgery
Resident Evaluation Policy

1. Resident evaluation:

The residents are evaluated by faculty, nursing and staff members following each rotation. These evaluations are reviewed by the resident in MedHub. Semi-annually, residents meet with the Program Director to review the evaluations and discuss any issues. The residents also evaluate one another and are evaluated by the rotating medical students and interns.

The Clinical Competency Committee (CCC) convenes on a semi-annual basis to review all resident evaluations. The CCC prepares and assures the reporting of Milestones evaluations of each resident semi-annually to the ACGME. Finally, the CCC advises the program director regarding resident progress, including promotion, remediation and dismissal. The CCC is headed by Dr. Courtney Crombie and members include the core program faculty. The committee keeps all of these discussions completely confidential.

A final evaluation is completed by the program director. The final evaluation includes a review of the resident/fellow's performance during the final period of education and verifies that the resident/fellow has demonstrated sufficient professional ability to practice competently and independently. The final evaluation is part of the resident/fellow's permanent record and verifies if the resident has demonstrated the knowledge, skills and behaviors necessary to enter autonomous practice. This evaluation is shared with the resident upon completion of the program.

2. Faculty evaluation by the residents:

The residents evaluate the faculty at the end of each rotation and the residency in whole in June each year. The residents provide these evaluations through MedHub. The individual evaluations are completely anonymous. At the end of the year, an aggregate evaluation is pulled for each faculty member. The attendings are completely unaware as to which resident provided specific comments and scores. This is completely confidential process to protect the residents.

3. Internal evaluation of the program:

A monthly conference is held among the full time faculty to discuss residency and office concerns. Minutes are recorded and filed. A semi-annual residents' review meeting is attended by program director and residents. All aspects of clinical rotations, case logs and research are reviewed. Minutes are recorded. The confidentiality of these discussions is emphasized to all that attend this meeting.

There are two weekly resident teaching conferences. A Tuesday evening conference involves a resident led review of a specific topic from the Plastic Surgery Curriculum followed by a Faculty led clinical case presentation. There is a Thursday morning conference led by Dr. Rockwell and Dr. Gociman during which there is a review of In-service exam questions followed by an oral board exam exercise. This allows residents to assess their understanding of the assigned topic. These measures are intended to broaden the residents' general education and better prepare them for Board examinations.

The residents are also welcome to approach the faculty at any time to suggest changes or discuss concerns.

Daily resident assignments to the operating room and to the outpatient clinic are made by the administrative Chief Resident. This allows maximal educational benefit in the operating room and in the clinic setting. Overall, three residents remain at University Hospital with one at Huntsman Cancer Hospital, one at Primary Children's Hospital and one at the VA.

Program Evaluation Committee

The Program Evaluation Committee (PEC) convenes to plan, develop, implement and evaluate educational activities of the program. The PEC reviews and makes recommendations for revision of competency-based curriculum goals and objectives as well as addressing areas of non-compliance with ACGME standards. The PEC reviews the program annually based on evaluations of faculty, residents, assessment of program quality and graduate performance. The PEC must prepare an Annual Program Evaluation (APE), a formal evaluation of the curriculum.

Specifically, the program, through the PEC, monitors and tracks:

- Resident Performance

- Faculty Development

- Graduate Performance (certification exams)

- Program Quality

- Residents and faculty confidentially evaluate the program annually

- Resident and faculty evaluations together with other program evaluations are used to improve the program

- Progress on Previous Year's Action Plan(s)

The PEC prepares a written plan of action to document initiatives to improve performance in the above areas and to outline how they will be measured and monitored. This action plan is reviewed by teaching faculty and documented in minutes. The PEC is headed by Dr. Fatma Tuncer and includes a chief resident, incoming chief resident, Dr. Jay Agarwal, Dr. Faizi Siddiqi, and Dr. Dana Johns.

This plan is disseminated to all faculty and residents.