

POLICY ON FACULTY EVALUATION

The Program Director is responsible for ensuring the quality of the educational experiences of the training program. Faculty evaluations will be conducted related to teaching and scholarly activity of the faculty members. Faculty evaluations will be formally conducted on an annual basis; however, issues which arise between these annual reviews shall be addressed within a reasonable time period. Trainees will provide confidential evaluations of their supervising faculty members and those providing didactic or other conference offerings. Anonymity and confidentiality are provided to the responder through the use of an electronic evaluation system (New Innovations). The Program Director will present any continued problems to the Surgery Graduate Medical Education Committee. The Department Chairman and the Program Director have the authority to dismiss a faculty member from their teaching responsibilities if they are not meeting their obligation. The Program Director will provide summaries of the Faculty Evaluations to the Departmental Chair/Chief of Surgery for use in his/her faculty evaluation process.

EXPECTATIONS OF FACULTY: PER THE ACGME PROGRAM REQUIREMENTS

The faculty must:

- 1 devote sufficient time to the educational program to fulfill their supervisory and teaching responsibilities; and to demonstrate a strong interest in the education of residents,
- 2 administer and maintain an educational environment conducive to educating residents in each of the ACGME competency areas.
- 3 have current certification in the specialty by the American Board of Surgery, or possess qualifications acceptable to the Review Committee.
- 4 possess current medical licensure and appropriate medical staff appointment.
- 5 establish and maintain an environment of inquiry and scholarship with an active research component.
 - a) The faculty must regularly participate in organized clinical discussions, rounds, journal clubs, and conferences.

- b) Some members of the faculty should also demonstrate scholarship by one or more of the following:
 - (1) peer-reviewed funding;
 - (2) publication of original research or review articles in peer-reviewed journals, or chapters in textbooks;
 - (3) publication or presentation of case reports or clinical series at local, regional, or national professional and scientific society meetings; or,
 - (4) participation in national committees or educational organizations.
 - c) encourage and support residents in scholarly activities.
 - d) collectively document active involvement in scholarly activity.
- 6 In addition, teaching faculty are expected to participate in at least one resident educational activity per year (ie. skills lab, core curriculum, resident case conference, and basic science).