

Evaluations

Each fellow has a personal, biannual composite performance evaluation with the Program Director. Teaching attendings are asked to evaluate cardiovascular disease fellows and their performance at the completion of each assignment or rotation. Each fellow has access to these anonymous evaluations through MedHub. During this one-on-one meeting, the fellow's evaluations are reviewed, progress on procedural training is discussed, and progress toward career goals is assessed. The meeting enables the Program Director to ensure that fellows are achieving the goals of the program, and it gives fellows a venue to voice any concerns or satisfaction they may have with their progress, the program, or other matters.

The program director meets formally with each fellow at least twice yearly and twice informally to provide structured feedback on their performance, including appropriate counseling and remedial work as needed. In the event of an adverse annual evaluation, the fellow is offered an opportunity to address judgments of academic deficiency/misconduct. Formal evaluations are done using the MedHub system.

Prior to meeting with the program director the fellow is asked to complete a self assessment.

Direct feedback on a fellow's performances from nursing and ancillary personnel is given to the Program Director. This information is then included in narrative discussions done by the Program Director at the time of evaluations.

We do not have a formal evaluation mechanism in place for patients to provide anonymous feedback about a fellow's performance. Information from patients normally goes directly to the supervising attending, again with this feedback noted in the evaluation process.

VI. Evaluation Process

Written records are maintained of each evaluation. They are available for review by the fellow and appropriate faculty and include:

- Evaluations of each fellow by attending and staff, with respect to each specific rotation, including the continuity experience in the outpatient setting
- Evaluation of each fellow regarding development of professional attitudes
- Annual evaluations of fellow and their clinical competence
- Evaluations of clinical competence at the conclusion of period of training (Fellow summative evaluations)

- Fellows evaluations of the faculty and the training program counseling of a fellow by the program director
- Faculty evaluate and document the cardiovascular disease fellows clinical and technical competence by observation, assessment and substantiation of the fellow's provision of medical care for the following:
 - Comprehensive and specialized medical knowledge
 - Advanced skills in history-taking
 - Advanced skills in performing a physical examination
 - Advanced skills in clinical judgment
 - Advance management and consultation skills
 - Ability to critically analyze clinical situations and make medical decisions
Ability to perform invasive procedures
 - Ability to establish good interpersonal relationships with patients, families, other fellows, other health workers and attending physicians
 - Ability to behave towards others (especially patients) with integrity, respect and compassion (e.g., humanistic attributes)
- Ethical behavior

Each fellow will be asked on a quarterly basis to evaluate the rotations they participated in the previous three months. The primary focus of these evaluations is to ascertain the effectiveness of the rotation in meeting the educational goals as well as expectations of the fellow.

In addition to each rotation, the fellow is asked to discuss the program overall. Comments concerning conferences, clinic as well as the educational experience overall are solicited.

Finally, each fellow is asked to evaluate each attending with whom they have had contact with in the preceding three months. General and specific comments are encouraged.