

EVALUATION PROCESS

1. At the end of every rotation, faculty will complete a written evaluation for each assigned resident. Faculty will assess resident performance in each of the six general competency areas defined by the ACGME.
2. At the end of every rotation, faculty will provide personal feedback to each assigned resident about his/her performance and recommended areas for improvement.
3. Additional methods to evaluate residents in each of the six general competency areas are listed on the accompanying table entitled *General Competency Assessment Tools for 2004-2005 Academic Year*.
4. Each resident will have an annual mid-year evaluation session with the Program Director.
5. Each resident will have an annual end-of-year review session with the Program Director. This session will include review of the annual ABIM Resident Evaluation Form that must be completed for each resident. A final performance rating must be supplied for each resident: *superior, satisfactory, marginal, or unsatisfactory*.

This is an excerpt from the ABIM regarding performance ratings:

Residents rated *Superior* or *Satisfactory*: Resident will receive full credit for the year of training.

Residents rated *Marginal*: The Board defines marginal clinical competence as possessing “almost adequate” knowledge, skills and attitudes to function as an internist. A resident rated marginal in either the R1 or R2 year will receive full credit for the year. However, a resident receiving marginal ratings in two consecutive years of training will be required to complete an additional year of training.

Residents rated *Unsatisfactory*: No credit is granted for any year rated as unsatisfactory.