

Comparative Analysis of Data

Faculty self-appraisal, summative evaluation from the DMEs and clerkship directors and/or department chairs, and student assessment data will collectively be used to comparatively analyze faculty:

- Within courses (basic sciences, e.g., all faculty in PCM1, or for Psychiatry core)
- Across courses (basic sciences, e.g., comparing PCM 1 and PCM2, between Psychiatry and Surgery)
- Within Departments (e.g., Anatomical Sciences, Psychiatry)
- Within Departments at a single hospital (e.g., Psychiatry, OB/GYN, faculty at St. Joe's)
- Across departments at multiple hospitals (e.g., Emergency medicine at all US and UK clinical sites)
- Across faculty at a single hospital (e.g., all faculty at St. Joe's).
- Across faculty at multiple sites

This comparative analysis will be used for the purposes of monitoring comparability of the faculty, and to enable tracking of the implementation and outcome of faculty development and remedial interventions.

Guidelines for feedback to teaching faculty:

1. Balanced: highlight both strengths and areas for improvement
2. Outline expectations for improvement (if applicable) or continued personal development
3. Encourage reflection and suggestions/discussion

Peer Review process:

The following process can be implemented in response to student assessments of teaching, the faculty member's self-evaluation, and/or as identified by the clerkship director, DME, department chair, senior associate dean and/or dean of the School of Medicine.

A Peer Review Task Force reviews the teaching of faculty who have been identified as requiring remediation as per the process described above. The task force is comprised of a minimum of two experienced faculty who are consistently evaluated in the top 1/3rd percentile based on student assessments.

Narrative feedback from the Peer Review Task Force members, based on their observations of the faculty member's teaching, e.g., via attendance at ward rounds or lectures, is provided to the relevant senior associate dean and to the chair of the department. The chair is responsible for discussing the Peer Review Task Force's evaluation with the faculty member and for coordinating any necessary remediation efforts. Administrative oversight and tracking of the remediation implemented will be carried out from the Office of the relevant senior associate dean.