

# Scope

This policy and procedure document aims to enable:

1. Performance “SMART”<sup>[1]</sup> -based assessment at defined time periods: minimum of once per year.
2. Provision of structured feedback to teaching faculty by the DMEs and clerkship directors, and/or department chairs
3. Utilization of self-reflection and student assessment data for comparative review of faculty at and across courses, departments, clerkships and hospital site levels
4. Ongoing monitoring of areas for remediation at suitable administrative level
5. Administrative review by department chairs
6. Administrative oversight by the Office of the senior associate dean for clinical studies or basic sciences (as relevant), and dean of SOM
7. Online data submission (self-reflection and summative appraisals)
8. Centralization of data collection

<sup>[1]</sup> Specific, Measurable, Achievable, Relevant, Time-based