

Division of Endocrinology and Metabolism Fellow Evaluation Form

Fellow:
Rotation:

Date of evaluation:
Month/Year of Rotation:

Evaluator:
Level of Training: 1 2 3

Check one or both of the following:

This evaluation summarizes fellow performance at end of rotation.

This evaluation includes direct observation of a patient clinical encounter conducted by this fellow.

1. Patient Care *Rating level <4 requires comment.*

	Below Expectation	At Expectation	Exceeds Expectation	NA	
Gathers information inefficiently. Incomplete histories.	1 2 3	4 5 6	7 8 9		Gathers essential information efficiently. Comprehensive and purposeful.
Inaccurate or incomplete PE. Omits endocrine components.	1 2 3	4 5 6	7 8 9		Accurate and complete PE. Includes endocrine components.
Inadequate differential diagnosis.	1 2 3	4 5 6	7 8 9		Formulates thorough differential diagnosis.
Inappropriate management and initiation of plan.	1 2 3	4 5 6	7 8 9		Appropriate management and initiation of plan.
Omits preventive health measures.	1 2 3	4 5 6	7 8 9		Includes preventive health measures.
Ineffective counseling of patient or family.	1 2 3	4 5 6	7 8 9		Effectively counsels patient and family.
Does not work within a team.	1 2 3	4 5 6	7 8 9		Works within a team.
Thyroid Bx: inadequate counseling of patient, no consent, poor technique.	1 2 3	4 5 6	7 8 9		Thyroid Bx: counsels patient, obtains consent, good technique.

Comments: _____

2. Medical Knowledge *Rating level <4 requires comment.*

General Competency: Fellow must demonstrate knowledge about established and evolving biomedical, clinical, and cognate (e.g., epidemiological and social-behavior) sciences and the application of this knowledge to patient care.

	Below Expectation			At Expectation			Exceeds Expectation			NA	
Possesses knowledge that is dated. Cites literature inaccurately.	1	2	3	4	5	6	7	8	9		Exhibits knowledge that is current and cites literature appropriately.
Does not investigate topics needed for clinical assignments.	1	2	3	4	5	6	7	8	9		Prepared and investigates topics needed for clinical assignments.
Does not apply knowledge toward clinical assignments.	1	2	3	4	5	6	7	8	9		Applies knowledge and applicability toward clinical assignments.
Does not demonstrate analytical thinking.	1	2	3	4	5	6	7	8	9		Clearly demonstrates analytical thinking.
Inadequate basic science knowledge in pathophysiology.	1	2	3	4	5	6	7	8	9		Expresses basic science knowledge in pathophysiology.
Rating on yearly MCQ exam below expectations (rated mid-year only)	1	2	3	4	5	6	7	8	9		Rating on yearly MCQ exam exceeds expectations.

Comments: _____

3. Practice-Based Learning and Improvement *Rating level <4 requires comment.*

General Competency: Fellow must be able to investigate and evaluate his or her patient care practices, appraise and assimilate scientific evidence, and improve patient care practices.

	Below Expectation			At Expectation			Exceeds Expectation			NA	
Ignores scientific evidence in care of patients' problems.	1	2	3	4	5	6	7	8	9		Appraises usefulness of scientific evidence in care of patients' problems.
Is unaware of study designs and statistical methods necessary to evaluate scientific studies.	1	2	3	4	5	6	7	8	9		Demonstrates knowledge of study designs and statistical methods necessary to evaluate scientific studies.
Never analyzes effectiveness of own practices.	1	2	3	4	5	6	7	8	9		Analyzes effectiveness of own practices regularly.
Never improves own practice based on appropriately gathered data and feedback.	1	2	3	4	5	6	7	8	9		Regularly improves own practice based on appropriately gathered data and feedback.
Fails to teach students, staff, and colleagues effectively or adequately.	1	2	3	4	5	6	7	8	9		Teaches students, staff, and colleagues effectively and adequately.
Never uses available information technology to obtain and manage information.	1	2	3	4	5	6	7	8	9		Consistently uses available information technology to obtain and manage information.

Comments: _____

4. Interpersonal and Communication Skills *Rating level <4 requires comment.*

General Competency: Fellow must be able to demonstrate interpersonal and communication skills that result in effective information exchange and teaming with patients, their families, and professional associates.

	Below Expectation			At Expectation			Exceeds Expectation			NA	
Is indifferent to patients' and their families' emotions.	1	2	3	4	5	6	7	8	9		Demonstrates compassion for patients and their families.
Provides inadequate counseling and education to patients.	1	2	3	4	5	6	7	8	9		Provides adequate counseling and education to patients.
Does not listen/excludes patients from treatment decisions.	1	2	3	4	5	6	7	8	9		Carefully listens/includes patients from treatment decisions.
Interacts poorly with staff, faculty, and colleagues.	1	2	3	4	5	6	7	8	9		Interacts well with staff, faculty, and colleagues.
Documents inaccurately or incompletely.	1	2	3	4	5	6	7	8	9		Documents accurately and completely.
Does not maintain timely and legible medical records.	1	2	3	4	5	6	7	8	9		Maintains timely and legible medical records.
Does not present patients effectively and succinctly.	1	2	3	4	5	6	7	8	9		Presents patients effectively and succinctly.

Comments: _____

5. Professionalism *Rating level <4 requires comment.*

General Competency: Fellow must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.

	Below Expectation			At Expectation			Exceeds Expectation			NA	
Uniformly self-centered.	1	2	3	4	5	6	7	8	9		Overtly altruistic
Is disrespectful and lacks compassion.	1	2	3	4	5	6	7	8	9		Behaves respectfully and compassionately.
Insensitive to cultural/age/gender/disability issues	1	2	3	4	5	6	7	8	9		Sensitive to cultural/age/gender/disability issues
Does not fulfill assigned clinical and on-call responsibilities (Unreliable)	1	2	3	4	5	6	7	8	9		Fulfills assigned clinical and on-call responsibilities (Reliable)
Displays unethical behavior	1	2	3	4	5	6	7	8	9		Displays ethical behavior consistently.
Does not respect other members of healthcare team	1	2	3	4	5	6	7	8	9		Respects other members of the healthcare team.
Is not accountable for own actions.	1	2	3	4	5	6	7	8	9		Is accountable for own actions.
Is frequently late.	1	2	3	4	5	6	7	8	9		Is punctual.
Is satisfied with mediocre performance.	1	2	3	4	5	6	7	8	9		Is committed to excellence.
Moonlighting has decreased the fellows performance (Answer NA if fellow does not moonlight)	1	2	3	4	5	6	7	8	9		There is no discernable effect of moonlighting on performance

Comments: _____
