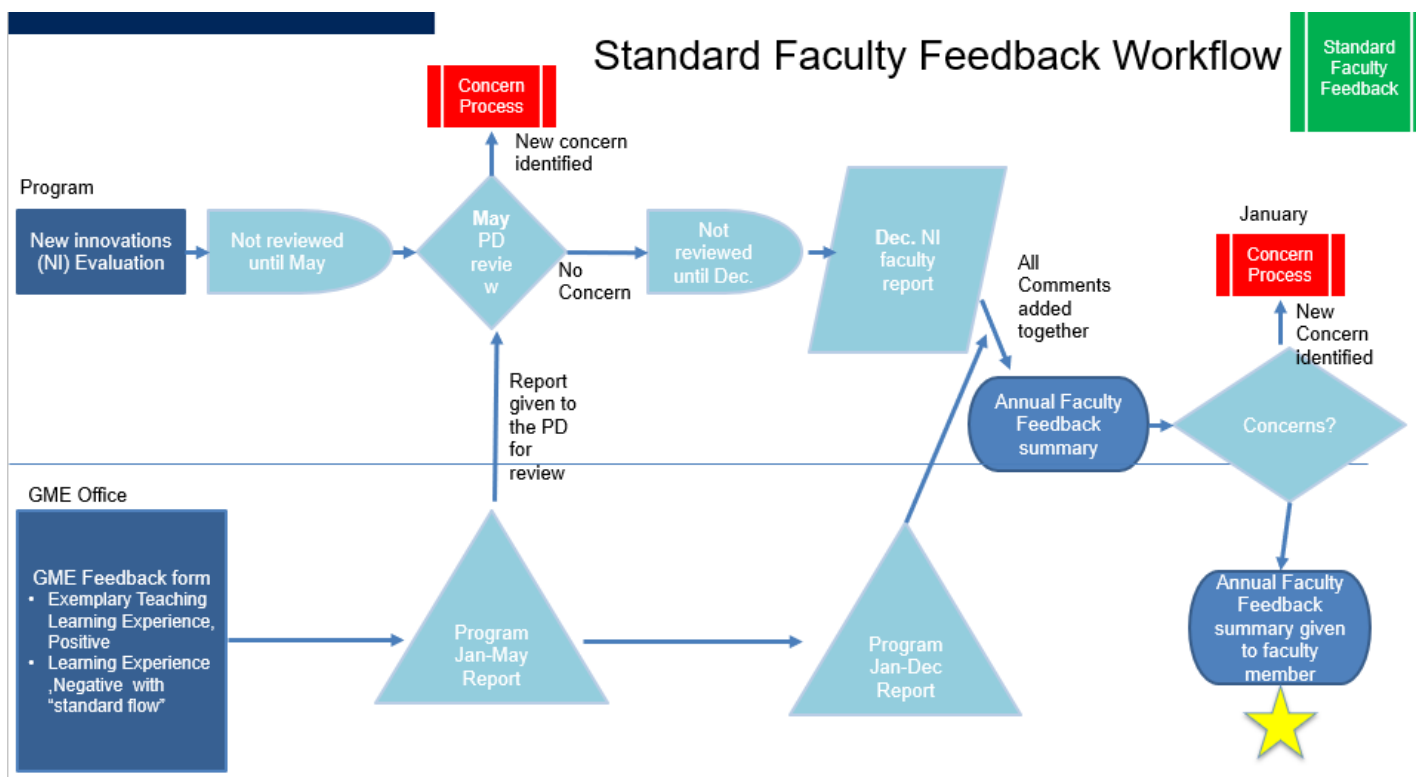


Standard Annual Faculty Feedback Distribution Process:

The GME office (in partnership with departments and programs), implemented a Standard Faculty Feedback workflow in AY 2023-2024. The Program Director reviews non urgent evaluations twice yearly to reduce the ability to identify who provided the feedback based on timing and rotation schedules. In May they review to assess trends and inform program improvements plans. In December, the GME office compiles a report for each faculty member which combines feedback from all GME learners (those in the primary program plus rotating residents/fellows) and spans the calendar year (2 academic years). The program director most closely aligned with the faculty member's main clinical program reviews and distributes the feedback. This design enhances the consistency of distribution in a way that maximizes anonymity. AY 2024-2025, The GME office is exploring standardizing the faculty evaluation forms using one studied for reliability and to further enhance the process's value.



The Value of Standard Process Across Programs:


The benefits of a standard process:

- Increased useful feedback from housestaff because of their trust in the process
- Ability to merge feedback from different learner types into one report
- Operational efficiencies
- Ensure that it is happening in all programs

One of the biggest benefit is the increased trust. It doesn't help to provide regular feedback if it isn't comprehensive and useful. Faculty careers are long and there are many ways to get feedback including modeling asking for verbal feedback of how our teaching is meeting their needs and how to adjust.

Some feedback might be harder for trainees to feel safe providing, so it will be collated annually, reviewed by the PD and distributed in a most appropriate way- at times, email, others as part of a discussion with the PD.

We have created this flyer to help illustrate how the different components regarding the source of the feedback, type of learner, timing, format all gets blended together so that it is still healthy but different than getting each component separately.



Part of a healthy learning environment

Feedback Smoothie

NEW INNOVATIONS
INDIRECT TO PD
DIRECT TO FACULTY
FORM PRAISE CONCERN FORM
WEB-BASED FORM

More anonymous

Faculty Feedback is Collected and Shared with Purpose:

- PD reviews non-urgent evaluations twice yearly:
 - May review to assess trends and inform program improvement plans
 - Dec review to provide faculty with feedback that spans two academic years
- Faculty data is combined from multiple sources and includes two academic years for maximal anonymity, shared with faculty in Jan
- Feedback designated with "urgent" label will be acted upon immediately

Feedback improves performance!

Step 1: Add meaningful feedback from various sources

Step 2: Blend and serve for faculty and program to learn and grow