


Title: Graduate Medical Education - Anonymous Evaluations of Residents - Policy

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I. Policy Statement

- a. The purpose of this policy is to establish institutional standards that regulate procedures and processes for maintaining the anonymity of health care professionals and co-workers, other than faculty, with regard to evaluation of resident performance.
- b. This policy is important because evaluators must be assured of anonymity to ensure honest and accurate evaluations of resident performance without fear of retaliation.

II. Definitions

- a. Resident – Resident means an intern, resident, or fellow who is formally accepted, enrolled, and participating in an approved MUHC medical training program. (based on CMS Guidelines for Teaching Physicians, Interns, and Residents and ACGME Glossary of Terms.)

III. Process/Content

- a. The Accreditation Council for Graduate Medical Education (ACGME) requires that faculty members sign all evaluations which they complete regarding the performance of residents under their supervision.
- b. Programs may elect to also have additional health care staff evaluate the resident, including peers or other co-workers (i.e., nursing staff, techs).
- c. Evaluations of resident performance completed by peers or other co-workers must be kept anonymous to the resident for whom the evaluation is being performed.
- d. Anonymity may be maintained by having a summary of these evaluations prepared by the program director or coordinator, which is then placed in the records file of the resident.

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IV. Attachments

- a. Not Applicable.

V. References, Regulatory References, Related Documents, or Links

- a. Not Applicable.