

**UNIVERSITY OF SOUTH FLORIDA
DEPARTMENT OF OTOLARYNGOLOGY-HEAD AND NECK SURGERY**

RESIDENT EVALUATION FORM
2005-2006

RESIDENT: _____

Quarter: _____

PGY: _____ **OTO:** _____

Rotation: _____

A. Your relationship to Resident

- ___ Director of Otolaryngology Residency Program
- ___ Full-time Faculty
- ___ Clinical Faculty
- ___ Voluntary Faculty

B. Familiarity with resident's practice

- ___ Not familiar
- ___ Slightly familiar
- ___ Moderately familiar
- ___ Very familiar

C. Contact with resident

- ___ Surgery
- ___ Clinical
- ___ Surgery & Clinical
- ___ None

PLEASE MAKE COMMENTS SO THAT WE MAY GIVE ANONYMOUS
FEEDBACK TO THE RESIDENT.

**NOTE: COMMENTS MUST BE MADE IF A NUMERIC SCORE OF
LESS THAN 7 IS GIVEN, PLACING THE RESIDENT IN THE
MARGINAL CATEGORY OR LOWER.**

Factor 1. **INFORMATION GATHERING:** This factor is concerned with Resident's willingness, ability and skill in gathering information necessary for diagnosis.

The **INEFFECTIVE** Resident limits his interview and physical examination to the area of complaint and fails to pursue alternative hypotheses. Resident frequently uses therapy to substantiate clinical impressions.

The **EFFECTIVE** Resident routinely takes a comprehensive initial history and physical examination. he/she records the information received in a systematic fashion, and pays careful attention to progress notes. Resident is aware of information other than the medical and indicates this by initiating further procedures and questions.

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	POOR	MARGINAL	GOOD	EXCELLENT

Factor 2. **PROBLEM SOLVING:** This factor is concerned with the Resident's ability and skill in using information gained to develop a diagnosis and support clinical activity.

The **INEFFECTIVE** Resident has an incomplete comprehension of the implications of the data he/she has collected. Resident is unable to interpret unexpected results and often ignores them. Resident makes decisions on the basis of experience, disregarding the context in which that experience was gained. His/her thinking is rigid and unimaginative, impeding his/her recognition of associated problems.

The **EFFECTIVE** Resident realizes the importance of unexpected findings and seeks to determine their implications. Resident understands the nature of probability and uses this to illuminate his/her experience. Resident takes all the data into account before reaching a decision, and routinely tests alternative hypotheses.

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Factor 3. **CLINICAL JUDGEMENT:** This factor is concerned with the Resident's ability to use sound judgement in planning for and carrying out treatment.

The **INEFFECTIVE** Resident is overly concerned with treatment techniques at the expense of overall goals. Resident often delegates pre- and postoperative care to others. Resident plans treatment without sufficient familiarity with the procedures he/she selects. His/her treatment choice is rigid - using a set formula for treating each clinical problem or using a favorite technique when more effective ones are available.

The **EFFECTIVE** Resident is familiar with the uses and limitations of the procedures he/she attempts. Resident recognizes his/her own capabilities and uses procedures which correspond to them. Resident considers simple procedures first. His/her clinical judgement encompasses information beyond the pathologic. Resident demonstrates regard for patients' needs, desires and life conditions. Resident is flexible enough to modify his/her treatment plans when the situation warrants doing so.

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Factor 4. SURGICAL TECHNIQUE: This factor is concerned with the Resident's ability and skill in carrying out operative procedures.

The **INEFFECTIVE** Resident has insufficient skill for the procedures he/she attempts. His/her overall handling of instruments and tissue lacks finesse. His/her operating time is often prolonged through unfamiliarity with procedures or inadequate planning. Resident takes unnecessary operative risks or terminates operation before maximum results are achieved.

The **EFFECTIVE** Resident handles tissues gently, uses careful hemostasis, and makes a proper and adequate exposure of the operating field. Resident carefully attends to details such as sterilization of instruments and proper choice of same. Resident carefully monitors his/her patient during operative procedure. Resident applies appropriate dressings and other postoperative devices.

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Factor 5. RELATING TO PATIENT: This factor is concerned with the Resident's effectiveness in working with patients.

The **INEFFECTIVE** Resident does not communicate with his/her patients, either through aloofness, indifference or the pressure of time. Resident has difficulty understanding patient needs. Resident is unable to evoke patient confidence, tending even to alarm them. Resident reacts negatively to hostility or other emotional displays.

The **EFFECTIVE** Resident's manner elicits patient confidence and cooperation and relieves anxiety. Resident is interested in his/her patient's well-being and demonstrates this without becoming emotionally involved. Resident is honest with the patient and patient's family. Patients like him/her and readily feel they can ask questions and discuss problems with him/her.

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Factor 6. CONTINUING RESPONSIBILITY: This factor is concerned with the Resident's willingness to accept the responsibility for long-term patient care.

The **INEFFECTIVE** Resident either loses interest after initial treatment or does not take the time for adequate follow-up. Resident becomes discouraged with slow progress and cannot cope with a poor prognosis. Resident is unable to communicate realistic expectations to the patient. His/her utilization of support personnel is either inadequate or Resident expects assistance beyond their capabilities and training.

The **EFFECTIVE** Resident is able and willing to work with the patient to achieve maximum rehabilitation. Resident monitors patient's progress, altering therapy or treatment as indicated. Resident understands the roles of various allied health professions and makes maximum use of their assistance. Resident maintains a positive and persistent attitude toward recovery.

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Factor 7. **EMERGENCY CARE:** This factor is concerned with the Resident's ability to act effectively in emergency situations, in the operating theater or the emergency room.

The **INEFFECTIVE** Resident panics easily and makes inappropriate use of time available. Resident becomes confused under pressure and has difficulty establishing priorities. Resident is unable to delegate aspects of care to others. Resident is careless about applying protective measures. Resident is unable to make decision alone.

The **EFFECTIVE** Resident quickly assesses the situation, pays attention to lifesaving procedures and demonstrates understanding of triage concepts. Resident is able to obtain and organize assistance of others. Resident is able and willing to make decisions alone if necessary. Resident is aware of the consequences of delay.

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Factor 8. **RELATING TO COLLEAGUES:** This factor is concerned with the Resident's ability to work effectively with his colleagues and other members of the health team.

The **INEFFECTIVE** Resident has difficulty relating to others and lacks the ability either to give or take instruction gracefully. Resident tends to be tactless and inconsiderate and does not evoke the confidence and cooperation of those with whom he/she works. Resident habitually gives unsolicited advice, and in an offensive manner. Resident is unwilling to make referrals or seek consultation and fails to support his colleagues in their contacts with his patients.

The **EFFECTIVE** Resident relates well to others and communicates easily, working well in a team situation. Resident seeks consultation when appropriate and respects others views. Resident demonstrates self-control. Resident gives credit to others for their contributions and creates an atmosphere of working together - not working for.

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Factor 9. **MORAL AND ETHICAL VALUES:** This factor is concerned with the Resident's attitude and standards as an individual.

The **INEFFECTIVE** Resident attempts to cover up his/her errors. Resident is frequently absent from assigned duty or unavailable when needed. Resident has unethical contacts with nonmedical professions and allows his personal finances to unduly influence treatment. Resident discusses medical mismanagement with patients.

The **EFFECTIVE** Resident's conduct reflects kindness, respect, honesty and humility. Resident reports facts accurately, including his own errors. Resident respects the confidence of colleagues and patients. Resident places patient care above personal considerations. Resident respects the property of others. Resident recognizes his own professional capabilities and limitations.

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Factor 10. OVERALL COMPETENCE: This factor is concerned with your judgment of the Resident's overall competence, taking into account Factors 1 through 9.

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Did the resident meet the required goals and objectives during this rotation for their level of training?

YES

NO

ADDITIONAL COMMENTS: You are encouraged to comment below on any or all of resident factors in this evaluation form or to bring additional information to our attention. Please attach extra sheets if necessary.