

## **Faculty Evaluation of Fellow's Research Rotation**

### **1) Research Participation Role**

- Design and/or implementation of research protocol
- Grant writing
- Publication and/or presentation
- Observation and/or supervision of research
- Other: \_\_\_\_\_

### **2) Reviewed relevant literature for research**

- Satisfactory
- Unsatisfactory
- Not Applicable

### **3) Kept legible research related documentation where appropriate**

- Satisfactory
- Unsatisfactory
- Not Applicable

### **4) Demonstrated a commitment to ethical principals of research**

- Satisfactory
- Unsatisfactory
- Not Applicable

### **5) Demonstrated productivity**

- Satisfactory
- Unsatisfactory
- Not Applicable

### **6) Proficiency in Research Methods**

- Satisfactory
- Unsatisfactory
- Not Applicable

## Peer Evaluation

### **Competence in Patient Care**

Shows compassion in the care and welfare of patients					
Never	Rarely	Usually	Mostly	Always	Unsure
Obtains a detailed and accurate history and physical exam					
Never	Rarely	Usually	Mostly	Always	Unsure
Forms a clear diagnostic and therapeutic treatment plan					
Never	Rarely	Usually	Mostly	Always	Unsure
Follows patients closely and provides competent care					
Never	Rarely	Usually	Mostly	Always	Unsure

### **Competence in Medical Knowledge**

Showed exceptional knowledge of clinical nephrology					
Never	Rarely	Usually	Mostly	Always	Unsure
Stays up to date with current literature					
Never	Rarely	Usually	Mostly	Always	Unsure

### **Competence in Practice Based Learning and Improvement**

Utilizes evidence from scientific studies for their patient's care					
Never	Rarely	Usually	Mostly	Always	Unsure
Shows interest in the education of patients and their families					
Never	Rarely	Usually	Mostly	Always	Unsure
Showed great interest in teaching the residents and/or students					
Never	Rarely	Usually	Mostly	Always	Unsure

### **Competence in Interpersonal and Communication Skills**

Communicates well with patients and their families of their medical problem and the therapeutic plan					
Never	Rarely	Usually	Mostly	Always	Unsure
Communicates the diagnostic and therapeutic plan clearly with other healthcare professionals					
Never	Rarely	Usually	Mostly	Always	Unsure
Provides a clear hand-off (sign-out) medical information					
Never	Rarely	Usually	Mostly	Always	Unsure

### **Competence in Professionalism**

Puts the patient's need beyond his/her own self-interest					
Never	Rarely	Usually	Mostly	Always	Unsure
Showed sensitivity to a diverse patient population, including diversity in gender, age, culture, race, religion, disabilities and sexual orientation					
Never	Rarely	Usually	Mostly	Always	Unsure
Is prompt to meetings and sign-outs					
Never	Rarely	Usually	Mostly	Always	Unsure

**Peer Evaluation (Cont)**

**Competence in System-Based Practice**

Considers cost effectiveness and risk/benefit analysis in patient care					
Never	Rarely	Usually	Mostly	Always	Unsure
Advocates for quality patient care					
Never	Rarely	Usually	Mostly	Always	Unsure

## Patient Survey

Dear Patient,

The care that we provide you is extremely important to us. This is used solely for the purpose of providing the best education for our fellows and the best medical service to our patients. Participation is anonymous and all answers will remain confidential.

**Please circle the name of your doctor today:**

Dr. Ali       Dr. Yohannan       Dr. Chittineni       Dr. Kongara

<b>Was your doctor caring and respectful?</b>	Yes, Excellent	Good	Fair	No, Poor	Unsure
<b>Was your doctor thorough?</b>	Yes, Excellent	Good	Fair	No, Poor	Unsure
<b>Did your doctor provide you with enough information about your health condition?</b>	Yes, Excellent	Good	Fair	No, Poor	Unsure
<b>Did your doctor listen carefully to your questions and concerns?</b>	Yes, Excellent	Good	Fair	No, Poor	Unsure
<b>Were you able to communicate all your needs and concerns today without feeling rushed?</b>	Yes, Excellent	Good	Fair	No, Poor	Unsure
<b>Was your doctor honest and professional?</b>	Yes, Excellent	Good	Fair	No, Poor	Unsure
<b>Seemed to know what he/she was doing?</b>	Yes, Excellent	Good	Fair	No, Poor	Unsure
<b>Would you return to this doctor in the future?</b>	Yes	Likely	Maybe	No	Unsure
<b>Would you recommend this doctor to your closest friends and family?</b>	Yes	Likely	Maybe	No	Unsure

**Comments:**

## Fellow's Self Assessment

### Patient Care

I provide accurate, comprehensive medical interviews				
Never	Rarely	Usually	Mostly	Always
I provide detailed, comprehensive physical exams				
Never	Rarely	Usually	Mostly	Always
I make diagnostic and therapeutic decisions based on current evidence and careful decision making processes				
Never	Rarely	Usually	Mostly	Always
I provide compassionate patient care, taking into account the preferences elicited from the patients				
Never	Rarely	Usually	Mostly	Always

### Medical Knowledge

I am knowledgeable in diagnosis and treatment of acute renal failure				
Never	Rarely	Usually	Mostly	Always
I am knowledgeable in diagnosis and treatment of glomerulonephritis				
Never	Rarely	Usually	Mostly	Always
I am knowledgeable in diagnosis and treatment of general nephrology				
Never	Rarely	Usually	Mostly	Always
I am knowledgeable in comprehensive management of dialysis patients				
Never	Rarely	Usually	Mostly	Always

### Practice Based Learning and Improvement

I constantly evaluate my own performance				
Never	Rarely	Usually	Mostly	Always
I incorporate feedback into improving my activities				
Never	Rarely	Usually	Mostly	Always
I use technology effectively to improve patient care				
Never	Rarely	Usually	Mostly	Always

### Interpersonal and Communication Skills

I listen carefully and communicate effectively with my patients and their families, carefully considering their wishes and needs				
Never	Rarely	Usually	Mostly	Always
I am careful in transmitting wanted and unwanted non-verbal cues to my patients and colleagues				
Never	Rarely	Usually	Mostly	Always
I communicate effectively with other physicians and healthcare professionals				
Never	Rarely	Usually	Mostly	Always

## **Fellow's Self Assessment (Cont)**

### Professionalism

I am highly accountable through my behavior to my patients, society and the profession				
Never	Rarely	Usually	Mostly	Always
I am responsive to my patients' needs that supersedes my self-interest				
Never	Rarely	Usually	Mostly	Always
I am highly sensitive and responsive to the diverse needs of my patients including diversity in gender, age, culture, race, religion, disabilities and sexual orientation				
Never	Rarely	Usually	Mostly	Always

### System-Based Practice

I always incorporate cost-awareness into my patient decision making process				
Never	Rarely	Usually	Mostly	Always
I always consider carefully the risks and the benefits of diagnostic and therapeutic care that I provide				
Never	Rarely	Usually	Mostly	Always
I am a strong advocate for quality patient care				
Never	Rarely	Usually	Mostly	Always

### **360 Evaluation of Fellow**

#### **Competence in Patient Care**

<b><i>Provides compassionate medical care for the patients</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge
<b><i>Provides effective care under difficult circumstances</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge

#### **Competence in Medical Knowledge**

<b><i>Possesses appropriate level of knowledge for their training level</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge

#### **Practice Based Learning and Improvement**

<b><i>Acknowledges their limitations in knowledge and expertise</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge
<b><i>Listens carefully to constructive suggestions</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge

#### **Interpersonal and Communication Skills**

<b><i>Communicates effectively with the healthcare staff</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge
<b><i>Maintains legible and comprehensive medical records</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge

#### **Professionalism**

<b><i>Places the patient's needs ahead of their self-interest</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge
<b><i>Treats others with respect, compassion and integrity</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge

#### **System-Based Practice**

<b><i>Advocate for quality patient care</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge
<b><i>Works as a team member in patient's health care delivery</i></b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge

**Winthrop University Hospital**  
**Department of Medicine – Nephrology**  
**Four Month Faculty’s Evaluation of Fellow on Ambulatory Continuity Clinic**  
Please rate the fellow’s performance in Ambulatory Continuity Clinic

**1. PATIENT CARE**

<b>Ability to obtain an appropriate medical history.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	
<b>Ability to perform an appropriate physical exam.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	
<b>Conscientiously follows his/her patients throughout the duration of the fellowship.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	
<b>Obtains diagnostic tests in a manner that is effective and efficient.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	

**2. MEDICAL KNOWLEDGE**

<b>Demonstrates knowledge in diagnosis and treatment of common nephrological problems, including chronic kidney disease, proteinuria and hypertension</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	
<b>Demonstrates knowledge in renal manifestations of systemic illnesses.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	
<b>Demonstrates knowledge of the mechanisms, dosing, indications and the therapy complications of medications prescribed.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	

**3. PRACTICE-BASED LEARNING AND IMPROVEMENT**

<b>Actively and critically analyzes scientific literatures which impact patient care.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	
<b>Continuously incorporates feedback into activities for self improvement.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	

**4. INTERPERSONAL AND COMMUNICATION SKILLS**

<b>Keeps an open and honest therapeutic relationship with patients.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	
<b>Uses effective listening skills to carefully elicit patient’s concerns and wishes.</b>										
Unsatisfactory			Satisfactory				Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge	

**5. PROFESSIONALISM**

<b>Advocates for patient's welfare, needs and safety in the ambulatory setting.</b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge
<b>Demonstrates a commitment to ethical principles in health care delivery.</b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge

**6. SYSTEMS-BASED PRACTICE**

<b>Advocates for quality patient care and assist patients in dealing with complexities of health insurance system and lack of adequate insurance coverage.</b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge
<b>Practices cost-effective health care and resource allocation without compromising the quality of care.</b>									
Unsatisfactory			Satisfactory			Excellent			
1	2	3	4	5	6	7	8	9	Unable to Judge

**Meeting of Program Director and Fellow**  
**Four Months Formative Evaluation Review Meeting**

**Check box if this is also an Annual End of Year Summative Evaluation Meeting**

<b>Trainee's Name</b>	
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Please see the following rating system of 1 to 10.

**1 to 2: Unable to manage common nephrology problems. Unsatisfactory.**

**3 to 4: Able to manage only the most routine problems in nephrology.**

**5 to 6: Able to competently manage only the common problems in nephrology.**

**7 to 8: Able to competently manage most problems in nephrology in effectively.**

**9 to 10: Able to competently manage nephrological problems independently and in a highly effective manner.**

**Patient Care**

**Rating (1 to 10)**

Provides patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.	
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**Medical Knowledge**

Demonstrates knowledge about established and evolving biomedical, clinical, and cognate (e.g. epidemiological and social-behavioral) sciences and the application of this knowledge to patient care.	
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**Practice-Based Learning and Improvement**

Investigates and evaluates their patient care practices, appraise and assimilate scientific evidence, and improve their patient care practices.	
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**Interpersonal Skills and Communication**

Demonstrate interpersonal and communication skills that result in effective information exchange and teaming with patients, their patients families, and professional associates.	
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**Professionalism**

Demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.	
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**System-Based Practice**

Demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value.	
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Winthrop University Hospital  
Division of Nephrology and Hypertension

**Fellow's Performance on Ambulatory Clinic Rotation**

**Additional Comments**

The above performance and comments have been discussed between the Program Director and the fellow.

**End of Training Summative Evaluation**

<b>Trainee's Name</b>			
<b>Training Period</b>	/	/	<b>to</b>
	/	/	

We have the following rating system. Please see the following rating system of 1 to 10.

- 1 to 2: Unable to manage common nephrology problems. Unsatisfactory.**
- 3 to 4: Able to manage only the most routine problems in nephrology.**
- 5 to 6: Able to competently manage only the common problems in nephrology.**
- 7 to 8: Able to competently manage most problems in nephrology in effectively.**
- 9 to 10: Able to competently manage nephrological problems independently and in a highly effective manner.**

<b>Patient Care</b>	<b>Rating (1 to 10)</b>
Provides patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.	

<b>Medical Knowledge</b>	<b>Rating (1 to 10)</b>
Demonstrates knowledge about established and evolving biomedical, clinical, and cognate (e.g. epidemiological and social-behavioral) sciences and the application of this knowledge to patient care.	

<b>Practice-Based Learning and Improvement</b>	<b>Rating (1 to 10)</b>
Investigates and evaluates their patient care practices, appraise and assimilate scientific evidence, and improve their patient care practices.	

<b>Interpersonal Skills and Communication</b>	<b>Rating (1 to 10)</b>
Demonstrate interpersonal and communication skills that result in effective information exchange and teaming with patients, their patients families, and professional associates.	

<b>Professionalism</b>	<b>Rating (1 to 10)</b>
Demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.	

<b>System-Based Practice</b>	<b>Rating (1 to 10)</b>
Demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value.	

**End of Training Summative Evaluation (Cont)**

<b>Trainee's Name</b>	
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**Performance of Procedural Skills**

<b>Procedure</b>	<b>Requirement Completed</b>
Acute Dialysis	
Chronic Hemodialysis	
Continuous Veno-Veno Hemodialysis/Hemofiltration (CVVH)	
Peritoneal Dialysis	
Percutaneous Kidney Biopsy	
Temporary Hemodialysis Catheters	

**Additional Comments**

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Dr. \_\_\_\_\_ has successfully fulfilled all requirements for completion of our training program in Nephrology at Winthrop University Hospital, Mineola, NY, and has demonstrated sufficient competence to enter practice without direct supervision. Review of all evaluations, consensus of faculty and direct personal observations were utilized in completing this summative evaluation.

\_\_\_\_\_  
Dr. Nobuyuki Bill Miyawaki, MD  
Nephrology Program Director  
Winthrop University Hospital  
Mineola, NY

\_\_\_\_\_  
Date

\_\_\_\_\_  
Trainee

\_\_\_\_\_  
Date