

Faculty Performance Evaluation (FPE) Examples by Category

Annual Review (evaluation of past performance) Examples

Research-related

Dr. ____ has accomplished and at time surpassed the expectations for this evaluation period. He has been invaluable to the ____ lab, in that he has contributed scientifically and analytically to a large number of publications. He is encouraged to seek at least some level of independent funding based on the projects on which he has served as senior author.

Dr. ____ is the first point of contact for the students and fellows of the laboratory, and he has provided invaluable guidance, support and mentorship

Dr. ____'s lab management has been exemplary and has contributed directly to the overall success of the ____ laboratory.

She *exceeded* her research goals this year—Again.

Research is not central to ____'s career, yet he maintains a positive outlook and supports the department's research efforts—I am pleased with that approach

____ has accomplished her main goal for this fall, the submission of an R01—she is to be commended for submitting her first R01 1 ½ year before the end of her K funding. We discussed ways for her to approach her large dataset and begin to publish the results. This is essential: her most significant weakness is that she has published only one paper in the last year. We discussed trying to establish new collaborations to identify additional opportunities to publish and have constructed goals for her to begin to talk with colleagues along these lines. We discussed strategies for transitioning to being an independent investigator, ways to increase her productivity and how to pursue more collaborative and applied projects.

____ receives support in excess of other faculty as a result of a specific agreement with the department. He needs to focus on securing additional peer-reviewed funding. I expect at least two grant applications to be submitted this year.

Dr. ____'s external research funding has been steadily decreasing for the past 4 years and is now down to 15% of his salary (with 75% of his time devoted to research). This is well below the funding expected of tenured full professors in the department. Increased funding is essential in the next academic year (see plans)

Dr. ____ only has one new paper published since last year's FPE. Increasing his lab's productivity is essential if his R01 is to be renewed. Need to see at least three manuscripts accepted for publication this year.

Clinical

Dr. ____ has faced obstacles in a straightforward way. He has attacked problems head on and continues to do so with good progress in the ____ clinic's productivity. We reviewed patient numbers and individual physician productivity.

Has successfully transitioned from one clinical site to another busier one, developed a new patient base, and provided increased resident teaching.

Excellent clinician but clinical activity needs to increase to be financially successful. Dr. ____ should work with marketing to explore options for outreach to increase RVUs

____ remains highly ranked as a physician by patients and colleagues. His availability for patient care, has however, been an ongoing issue, as I receive frequent comments from his faculty colleagues and trainees regarding lack of availability, avoidance of emergency procedures and availability for consults. We have discussed these perceptions and the need to make changes. We will discuss again in a progress report in June.

Service

Level of service is adequate (good) for Dr. ____'s rank. She should focus on her research.

Has been chosen for a new role in national organization. Reflects well on her expertise and ability to communicate with national colleagues. Benefits the department's reputation as well.

Dr. ____ volunteered to serve on department's QI committee but has not attended meetings or participated in projects. I expect active attendance (> 75% of meetings) and participation in the upcoming year.

Dr. ____ has accepted numerous national service roles that appear to be interfering with meeting local service obligations. Frequent schedule changes are having a negative impact on his colleagues (I have received several complaints) and may be contributing to his lower patient satisfaction scores.

Education-related

One of our best clinician-educators. Residents are most appreciative of his leadership and provide superior evaluations. Goals for next year should include expansion of ____ module in the program.

Dr. ____ spends necessary time to instruct students without excessive "handholding." Student evaluations frequently site something like, "allowed me some autonomy but didn't let me make any important mistakes."

Extremely productive as the department's GME leader as well as small group leader with med students.

Teaching evaluations are below the average for the department. Please meet with Dr. ____ (department PD) to identify opportunities to improve.

Teaching evaluations have been good, but participation in our lecture series has been minimal. Dr. ____ has avoided making commitments to lecture and has cancelled at the last minute frequently. Needs to commit to a minimum of 4 lectures this year and make arrangements to be available as planned.

Professionalism

Excellent colleague. Recognized for being particularly supportive of junior faculty.

I've received numerous comments from referring physicians expressing appreciation for your follow-up with them regarding patients sent to our clinic. Thanks.

Your patient satisfaction surveys reflect excellent interactions with them—carry on.

We have discussed a number of your angry outbursts that have disrupted a variety of meetings and clinical processes. Getting control of your anger and finding more appropriate ways to address your frustrations is essential. We discussed specific options—we will review again in June.

Academic Plans and Measureable Outcomes (plans, goals and expectations for upcoming academic year) Examples

Research

Excellent productivity. Keep up the good work!

Would like to see Dr. ____ tackle a challenging basic science problem in addition to his current activities. We will meet in three months to discuss specific plans and implementation.

Dr. ____ needs to strike a better balance between science and management. He does a good job with admin activities but allows them to detract from scientific initiatives. This is a common problem but needs to be corrected in coming year.

Expectations for Dr. ____'s research this year include:

- Submit at least one R01

- At least 3 submitted publications

- At least 3 national/international presentations

____ is not performing up to expectations and we have moved him into a different capacity, helping with several independent clinical trials. It will be essential for him to meet the expectations of this new position if he is to remain in the department. (specifics listed)

Want to see ___ submit at least one R21 this year.

As stated in Dr. _____ most recent interim progress report, the expectation would be for Dr. _____ to secure a total of 60% research effort and salary support through funded research activities whether his own (as PI) or on other's grants (as Co-PI or Co-I). This can certainly involve the areas he lists at left. This level of support represents the minimum expectation our Department would have for a tenured full professor researcher. This minimum expectation of 60% research effort and support should be met by the end of the next review period (March 31, 2012) and is meant to reflect the beginning of progress toward a higher level of funded research activity commensurate with other tenured full professors.

Acceptable but would like to see greater # of hours in laboratory on day to day basis.

Teaching

Strong teaching—both individually and programmatically—to many learners. Amount and quality high and as expected. Reached target 25 ECUs and 100 hrs. residency teaching.

Excellent teacher: won the department teaching award this year.

Very good educator at the bedside. Good lectures. At this point in his career we need to see some programmatic contributions. Would like him to leverage his statistics expertise with development of a module for our fellows' education.

Clinical

Excellent clinician with high RVU and satisfaction scores—no concerns, and no legal actions. LOS in upper half of group in demanding site.

Has rapidly become the region's leading surgeon in [his specific area]. Has done a great job building our program. One of our busiest physicians. Suggest mentoring your junior colleague to assist him if possible in building his patient base.

You have a large number of late clinic dictations. Ninety percent of your dictations must be complete within 48 hours.

Service

Would like to see you join UPSOM curriculum committee: our department needs representation, and your innovative ideas will serve the committee well.

Some of your funding deficit could be relieved by serving on the IRB or IACUC, and you have appropriate expertise to contribute. Please check to see if there are openings on one of the committees.

At this point in your career service on the American Society of ____ Scientific Committee would increase your visibility nationally, as well as the division's, and be valuable to your career advancement. You should volunteer, and Dr. ____ can sponsor your application.

Your absence at PUH ____committee meetings reflects poorly on the department. In this coming year it is important that you attend at least 80% of the meetings.

Professionalism

Attire is important. If you have doubts about what is appropriate, we should discuss.

You need to improve communications skills with the nursing staff. I have reports of six incidents in which nurses reported that you refused to answer their questions or answered them in a curt manner. We have reviewed each of them over the past four months, and you've agreed that you were impatient and not constructive in your approach. We've agreed that you will seek coaching to improve these skills and we will meet for a progress report in June.

The department administrator reports that you are the last one to complete virtually every required form. I expect that you will complete tasks relevant to your UPP/Pitt appointment within the deadlines provided without exception in the future.