

Michigan State University College of Human Medicine

Faculty Professionalism Evaluation

DO YOU FEEL THAT YOU CAN ADEQUATELY EVALUATE THIS CLINICAL EDUCATOR? If not, please "SUSPEND" the evaluation by clicking on the link above. If yes, please respond to the questions below.

Please select the amount of time you spent with this clinical educator:

- <10 Hours
 11-20 Hours
 21-40 Hours
 >40 Hours

The Virtuous Professional

At MSU-CHM, we focus on the three virtues of Courage, Humility and Mercy (CHM) as representative of our core values. Cultivating these virtues is a lifelong project that requires dialogue, reflection and practice. MSU-CHM has also long articulated the six desirable professional responsibilities of Competence, Honesty, Compassion, Respect for Others, Professionals Responsibility and Social Responsibility. Clinical educators must demonstrate a commitment to carrying out professional responsibilities, adhering to ethical principles and demonstrating sensitivity to diverse patient populations. Please review The Virtuous Professional: A System of Professional Development for Students, Residents and Faculty at www.chmfacultyaffairs.msu.edu/professionalism/index.php.

Professional Behavior Assessment

Professional behavior competencies include: consistent demonstration of respect; compassion; integrity and honesty; seeking and readily responding to feedback; teaching/role modeling responsible behavior; consistently arriving on time for clinical activities; consistently available for clinical responsibilities; meeting deadlines in a timely manner; consistently considering the needs of patients, families and colleagues above own needs; maintaining patient confidentiality; working effectively in team-oriented patient care; willingly acknowledging errors.

Please rate the overall professionalism of your clinical educator below:

Below Expectations	Met Expectations	Exceeded Expectations
Meets some of the professionalism competencies but performed at a lower level than expected overall	Meets all of the professionalism competencies	Exceeds professionalism expectations; demonstrated meritorious performance significantly above the average faculty member
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3

Unprofessional Behavior Notations

If you observed the educator engaged in any of the following unprofessional behaviors, please select the appropriate box(es) and describe specific incidents in the Professionalism Comments section below.

<input type="checkbox"/>	Instances of being unwilling to accept feedback
<input type="checkbox"/>	Repetitively being unprepared
<input type="checkbox"/>	Failure to recognize limitations and/or call upon assistance of others when needed
<input type="checkbox"/>	Lack of civility towards students, faculty or staff
<input type="checkbox"/>	Failure to respect patient confidentiality
<input type="checkbox"/>	Comments related to sex, gender identity, race, sexual orientation, disability, religion or other identifying characteristics, which are harmful to professional relationships
<input type="checkbox"/>	Repetitively arriving late without notifying appropriate individuals
<input type="checkbox"/>	Repetitively being unavailable for required clinical responsibilities
<input type="checkbox"/>	Failure to meet deadlines or follow through in a timely manner
<input type="checkbox"/>	Failure to work effectively as part of a team
<input type="checkbox"/>	Failure to address the fear and suffering of patients and their families
<input type="checkbox"/>	Failure to consider important social factors that threaten the health of patients
<input type="checkbox"/>	Any instance of dishonesty
<input type="checkbox"/>	Any behavior that compromises the safety or endangers the welfare of a patient
<input type="checkbox"/>	Any threat of harm to patients, patients' families, students, faculty or staff
<input type="checkbox"/>	Other unprofessional behaviors (Please specify in Professionalism Comments below)

Professionalism Comments

Please comment on the clinical educator's professionalism based on your interactions with them.

Did you raise any concerns in the Professionalism Comments above that require immediate attention?

If YES, please discuss your concerns with your Community Assistant Dean.

YES NO

Student Input on Evaluation

Do you feel this evaluation allows you to appropriately rate the educator's behavior?

YES NO

How could we improve this evaluation?