

DEPARTMENT OF ANESTHESIOLOGY

VANDERBILT  UNIVERSITY
MEDICAL CENTER

Standard Operating Procedure Title: Evaluation Procedure and Policy for Anesthesiologists and Certified Registered Nurse Anesthetists (CRNA's)

Policy Number: A 145

Date Established: 12/01/2008

Date Reviewed

Date Revised: 09/22/2011; 04/23/16

Purpose: A 360 degree confidential review process is important to the career development and quality improvement of both CRNA's and physicians involved in Anesthesiology practice.

Background: The Vanderbilt University Department of Anesthesiology is committed to achieving excellence and believes that teamwork, quality improvement, and continual learning are essential to optimal performance within the organization. By fostering an environment in which mutual respect, justice, and professionalism are key values, the department can best identify those attributes and qualities that contribute to the career development of all stakeholders. Opportunities for individuals to anonymously evaluate their peers in the department contribute to optimal team performance and promote a just culture.

Procedure:

1. Each quarter, each faculty/CRNA will be sent a list of those professionals with whom they have worked (a minimum of at least two occasions) for evaluation.
2. Completed scores will be averaged and anonymously shared with each individual.
3. Summary scores will be shared with departmental leadership to be used as part of the annual review/career development process.

Domains for CRNA Assessment of Faculty:

1. Communicates medical decisions and care plans effectively and solicits appropriate team input.
2. Is promptly available when needed.
3. Is supportive of the team member's interactions with other staff or services.
4. Is always courteous and professional.
5. Promotes the CRNA's career development

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Domains for Faculty Assessment of CRNA:

1. Excellent preparation for patient case management.
2. Prompt and courteous communication of relevant information.
3. Readily accepts medical direction when offered.
4. Collegial and professional with other care team members.
5. Promotes a satisfying work environment.

Comment requests for both team members:

1. What do you believe are the unique abilities, skills and attributes of the individual you are rating?
2. Do you have any suggestions for the professional development of this individual regarding their abilities, skills or team attributes?