**Policy on Resident Completion of Supervisor Evaluation**

**Background:**

Over the years, many supervisors have been concerned that they have not been evaluated by their trainees on the POWER system. These evaluations are essential for many pursuits including academic promotion and awards. Similarly, PRPC has a great deal of difficulty working to improve the educational experience when dissatisfied residents do not evaluate their experiences. As with many other areas in medicine, if there’s no documentation, it didn’t happen. In short, completing these evaluations helps to make our program better by helping to support excellent teachers and identify opportunities to remediate weaker ones.

Prior to the initiation of this policy in 2016, our ITER completion rate (supervisors evaluating residents) was generally over 95% whereas residents evaluating supervisors was generally around 50%. This was a serious professionalism issue that disadvantaged many of our most valued and committed teachers.

**Process:**

As long as the evaluation of supervisors is in line with ITER completion rates (i.e. >90%), then we will continue the usual lottery practice and reassess annually.

However, if overall completion rates don’t reach that bar, incomplete primary supervisor evaluations will result in a substantially worse match lottery for the relevant trainees. Anyone who does not submit their evaluations will automatically be drawn after their colleagues who lived up to their professional responsibilities. Everyone who completes their POWER evaluations as required, your rankings will be pulled in the lottery as usual.

PRPC understands that there may be some barriers to completing these evaluations. We encourage you to let the Resident Advisor or Program Director know what those might be so we can minimize them. In addition, some residents have expressed concerns about potential repercussions. You should know that:

1. The POWER system does not release evaluations to supervisors until at least 3 have been completed AND 365 days have elapsed. Even then, the evaluations are released in bulk.
2. PRPC would be completely unsympathetic to any faculty member who attempted to retaliate on the basis of a poor evaluation. That runs contrary to the spirit of our Program and to our policies on intimidation and harassment.
3. The forms themselves have been dramatically decreased in length.
4. The PRPC decided to turn on a setting in POWER, which prevents residents from being able to see their ITER until they first complete an evaluation of their supervisor.

Knowing the above information, if you are still uncomfortable completing a POWER evaluation about your experience with your primary supervisor, you should set up a meeting with the Program Director to discuss the issue. We will work together to find a solution. Discomfort is not an excuse for avoiding your professional responsibilities.