

**OREGON HEALTH SCIENCES UNIVERSITY 1**  
**DEPARTMENT OF PATHOLOGY**

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ALEXIS JAGGERS (494-4110, 494-2025 FAX)  
MAIL CODE: L113

**Semi-Annual Evaluation of Neuropathology Fellow**

<b>Date of review:</b>	<b>Name of Fellow Being Evaluated:</b>
<b>Time period covered in review:</b>	Evaluator's Names: _____

The following evaluation reflects a consensus opinion of the faculty members listed above.

**PATIENT CARE**

***Ability to Obtain Clinical History (Autopsy, Surgical Pathology, Neuromuscular) and Gross Examination (Autopsy)***

- ◇ Obtains basic data, but lacks organization. Missing some essential elements.
- ◇ History relatively complete and accurate with satisfactory organization.
- ◇ Comprehensive, thorough, precise history. Gross exam complete and significance understood.
- ◇ Histories and gross exam exceptionally complete. Develops complete differential diagnosis.

**Comments:**

***Case Presentation (Autopsy, Surgical Pathology and Neuromuscular)***

- ◇ Notable gaps in clarity, organization and accuracy of presentations. Often fails to integrate data appropriately.
- ◇ Presents satisfactory description of patient that is adequately accurate, complete, and organized.
- ◇ Presents thorough, well-organized presentations. Above average.
- ◇ Clear, organized, accurate, complete, polished presentations with good synthesis and interpretation of data.

**Comments:**

### ***Microscopic Analysis (Autopsy, Surgical Pathology and Neuromuscular)***

- ◇ Minimal ability to evaluate data from history and histology. Reaches erroneous decisions.
- ◇ Is able to integrate information to form reasonable diagnostic decisions. Good use of lab data, good clinical judgment.
- ◇ Sound logical thinker, considers all factors to reach accurate diagnostic decisions. Above average use of lab data/clinical judgment.
- ◇ Able to evaluate data critically and consistently, arrives at correct decisions of very complex nature. Outstanding judgment. Judicious choice of diagnostic testing.

#### **Comments:**

### **MEDICAL KNOWLEDGE**

- ◇ Knowledge clearly below acceptable standards. Lacks knowledge to understand common neurological problems.
- ◇ Medical knowledge is marginal. Information base is adequate in some areas but deficiencies exist in important clinical entities.
- ◇ Adequate comprehension of basic pathophysiological principles and application to cases.
- ◇ Above average knowledge of disease and pathological processes; has notable ability to apply them to cases.
- ◇ Outstanding knowledge of basic medical principles relating to common and rare cases; has an investigative and analytical approach.

#### **Comments:**

### **PRACTICE-BASED LEARNING AND IMPROVEMENT**

#### ***Problem Solving***

- ◇ Rarely analyzes critically. Cannot synthesize new information. Cannot deal with events on a conceptual level.
- ◇ Can sometimes analyze critically and synthesize new information. Has occasional difficulty dealing with events on a conceptual level.
- ◇ Can usually analyze critically and synthesize new information. Can usually handle events at a conceptual level. Accesses on-line information effectively.
- ◇ Almost always analyzes critically and synthesizes new information. Almost always works with events at a conceptual level.
- ◇ Always analyzes critically and synthesizes new information. Always works with events in a conceptual manner, assimilating past experience.

#### **Comments:**

## **INTERPERSONAL AND COMMUNICATION SKILLS**

### ***Cooperation***

- ◇ Generally does not cooperate with other health care workers and/or acts in ways conveying lack of respect for others' professional roles.
- ◇ Behavior usually acceptable to colleagues, with some exceptions. Cooperates when necessary. Makes little positive impression.
- ◇ Maintains acceptable and workable co-worker relationships.
- ◇ Active member of team. Elicits cooperation of others and establishes atmosphere of mutual respect and dignity with co-workers.
- ◇ Elicits, and contributes to, full cooperation among health professionals. Exceptionally active member of team.

### **Comments:**

### ***Teaching***

- ◇ Chaotic presentations. Disrespectful and discouraging to trainees.
- ◇ Ineffective organization of didactic material. Offers excessively critical or lenient feedback to trainees.
- ◇ Organized but diffuse presentations. Offers little constructive feedback to trainees.
- ◇ Well-organized didactic presentations. Offers positive and constructive feedback to trainees.
- ◇ Clear and concise didactic presentations, appropriately adjusted for audience. Encourages trainees through balanced challenges and reinforcement.

### **Comments:**

## **PROFESSIONALISM**

### ***Ethical Practice of Medicine***

- ◇ Poor relationship with allied professional and staff, unable to recognize professional limitations, insensitive to diversity.
- ◇ Moderate problems working with health professionals, occasionally acts beyond stage of training.
- ◇ Works well with health team, recognizes personal limitations, accomplishes defined tasks, assumes adequate responsibilities.
- ◇ Independent and effective neuropathologist
- ◇ Known and respected by colleagues, excellent and effective communicator, sensitive to diversity.

### **Comments:**

## ***Dependability***

- ◇ Cannot be relied upon. Attendance and punctuality are usually erratic. Cannot be trusted.
- ◇ Usually present but sometimes tardy or sporadic in attendance without good justification. Occasionally believable.
- ◇ Can usually be relied upon, but is occasionally absent or late without justified reasons. Usually reliable.
- ◇ Can almost always be relied upon. Is almost never absent or late except for justified reasons. Totally reliable.
- ◇ Can always be counted on for attendance and punctuality in patient care responsibilities, without reservation.

### **Comments:**

## **SYSTEMS-BASED PRACTICE**

### **General**

- ◇ Functioning far below expected level at this point of training. Unable to utilize or recognize system resources (hospital and laboratory computer systems, other resources including textbooks, current literature, internet).
- ◇ Functioning at a minimal acceptable level at this point of training. Follows direction to system resources.
- ◇ Functioning at a satisfactory level.
- ◇ Functioning above the level expected at this point of training. Usually identifies appropriate resources.
- ◇ Functioning at exceptional and outstanding level. Effectively uses system resources to provide care.

### **Comments:**

### **Research**

- ◇ Minimal appreciation of scientific background, reads little, uninvolved in projects.
- ◇ Understands general scientific topics but does not appreciate or care about specifics. Minimal reading.
- ◇ Understands important neuropathology topics, reads assigned material and is prepared for conferences.
- ◇ Understands general and specific areas of neuropathology research, active independent reader and participant in conferences.
- ◇ Understands cutting-edge concepts of clinical and scientific investigation in many areas of neuropathology. Reads extensively, contributes consistently to conferences.

### **Comments:**

Please comment on the fellow's **principal strengths** (include degrees of improvement in skills since the last evaluation):

Areas of weakness in **need of improvement**:

**Questions to be discussed with the fellow at quarterly and semi-annual reviews:**

Has the fellow had any duty hour violations in the past 2 months? \_\_\_\_\_ Yes \_\_\_\_\_ No  
If yes, describe.

Does the fellow express concerns about, or show signs of, excessive stress or fatigue? \_\_\_\_\_ Yes \_\_\_\_\_ No  
If yes, briefly describe to address.

**Fellowship Program Director's signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**This evaluation has been discussed with me.** \_\_\_\_\_ **Date:** \_\_\_\_\_  
*Fellow signature*

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**Fellow's Comments (Optional):**