Are faculty rated differently by Junior and Senior residents?

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For: Kelly Van Diepen MD, FRCPC, Kyla Caners MD, FRCPC, Alim Pardhan MD, FRCPC, MBA, Michelle Welsford MD, FRCPC, Teresa Chan MD, FRCPC, MHPE
I do not have an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

Je n’ai aucune affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.
• At our site, Junior residents are assigned shifts and preceptors while Senior residents self-schedule
METHODS

- 2 hospital systems, 4 sites, 82 faculty in total
- Evaluations:
  - Overall teaching effectiveness
  - 4 subdomains: content, process, organization, evaluation
- Student’s T-test to compare between groups
RESULTS

- 3390 faculty evaluations

- Senior residents rated faculty’s overall teaching effectiveness significantly higher than did juniors
## RESULTS

<table>
<thead>
<tr>
<th>Category</th>
<th>Score 1</th>
<th>Score 2</th>
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<tbody>
<tr>
<td>Overall teaching effectiveness</td>
<td>6.44</td>
<td>6.13</td>
</tr>
<tr>
<td>Content</td>
<td>6.45</td>
<td>6.20</td>
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<tr>
<td>Process</td>
<td>6.47</td>
<td>6.17</td>
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<tr>
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- Incremental increase in ratings with advancement through residency
DISCUSSION

• What might contribute to this difference?
  • Senior residents recognize and select the best teachers
  • Senior residents identify faculty they most enjoy working with
  • All faculty are better suited to teaching Seniors vs. Junior learners
LIMITATIONS

- Retrospective
- Over-representation of junior learners
IMPLICATIONS

- Resident evaluations of faculty are important part of advancement and promotions
- If there is a difference between groups, report faculty evaluations by resident stage/group
- Target for faculty/personal development
FUTURE DIRECTIONS

- Do the same faculty receive higher ratings from Seniors and Juniors?
- Do all Senior residents agree on the best teachers?
QUESTIONS?
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