If You Build It, Will They Come? Developing a New Process for the Annual Academic Performance Evaluation

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Background

- "Academic Productivity" – defined as "measureable output of a faculty member related to clinical, research, education or administrative activities."[1]
- Strategies to assess the academic productivity of faculty members should address educational activities, but there is a paucity of research in this area.
- Project Goal: to establish a new and meaningful means of assessing educational productivity, as part of the faculty re-appointment process.

Methods

- We implemented a new process during the 2015-2016 academic year, and the following three years:
  - **Use of existing database (Digital Measures)**: between 700-800 faculty.
  - **Teaching evaluations:** automatically uploaded via other systems
  - **Annual activities related to education:** easily completed in a checklist format
  - **Reminders:** sent to faculty and department chairs periodically
  - **Two step process:** completion of checklist by faculty, sign off by designated supervisor
  - **September – November time frame**

Results

Completion Rates for New Faculty Educational Performance Evaluation Process (Four Academic Years)
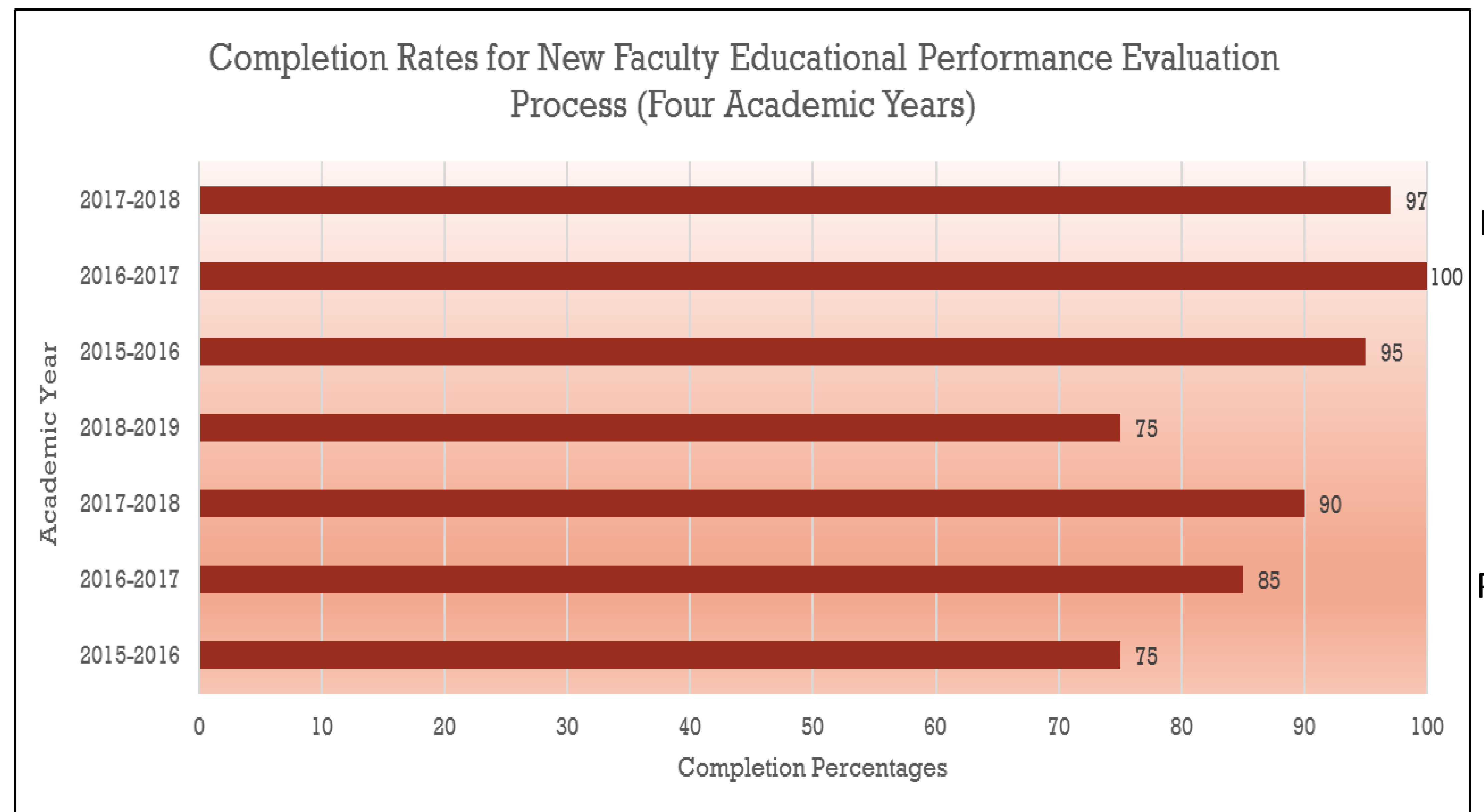
Part One (Faculty Complete Checklist)

Faculty sign into the system, complete checklist of educational activities and establish academic goals for next year

Part Two (Supervisor Review)

Supervisor signs into the system, reviews completed checklist by faculty, discusses goals for coming year, approves final evaluation

Conclusions

- New system has been received positively overall
- Some faculty initially resistant
- System is highly useful for variety of reporting purposes

References

1. Akl EA; Meerpohl JJ; Raad D; et al. Effects of Assessing the Productivity of Faculty in Academic Medical Centres: A Systematic Review. Canadian Medical Association Journal 2012; 184 (11): E602-12.

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