



## School of Medicine Department / Center Review

### **DEPARTMENT: Dept of Emergency Medicine**

**Notes to reviewers:** This **Evaluation of the Department Head** is anonymous. It is meant to address leadership, morale, communication, and mentoring in departments and centers. Your input is extremely valuable for the departmental review process and for the Department Review Committee to understand the functioning of the department.

#### **Leadership and Administrative Attributes:**

**1. Sets the direction and expectations for the department.**

- Disagree Strongly   
  Disagree Somewhat   
  Agree Somewhat   
  Agree Strongly

**2. Leads by example**

- Disagree Strongly   
  Disagree Somewhat   
  Agree Somewhat   
  Agree Strongly

**3. Delegates authority and responsibility appropriately**

- Disagree Strongly   
  Disagree Somewhat   
  Agree Somewhat   
  Agree Strongly

**4. Deals expeditiously and effectively with conflicts**

- Disagree Strongly   
  Disagree Somewhat   
  Agree Somewhat   
  Agree Strongly

**5. Listens to suggestions and follows through on promises**

- Disagree Strongly   
  Disagree Somewhat   
  Agree Somewhat   
  Agree Strongly

**6. Demonstrates awareness of the larger institutional issues and perspectives.**

- Disagree Strongly   
  Disagree Somewhat   
  Agree Somewhat   
  Agree Strongly

**7. Defines his/her philosophy for academic achievement.**

- Disagree Strongly   
  Disagree Somewhat   
  Agree Somewhat   
  Agree Strongly

**8. Has an effective communication style**

- Disagree Strongly   
  Disagree Somewhat   
  Agree Somewhat   
  Agree Strongly

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**9. Demonstrates professionalism in interactions with faculty**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**10. Is approachable and open minded regarding issues in the department.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**11. Promotes positive interactions with other departments.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**12. Stays composed under pressure; is calm, competent, and confident in the heat of a crisis**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**13. Inspires the respect of others.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**14. Admits mistakes and failures**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**15. Takes action to fix problems**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**Additional Comments:**

**Professionalism and Citizenship:**

**16. Gives highest priority to system wide success over department success**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**17. Interacts with others in a professional, courteous manner**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**18. Is an outstanding ambassador for the school in external activities**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**19. Makes important contributions in the operation and improvement of the department, teaching hospitals**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**Additional Comments:**

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**Finances:**

**20. Actively involves faculty in planning budget and capital investment**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**21. Has a clear plan and rationale for budgetary considerations**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**22. Informs the faculty about budgetary issues on a regular basis.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**23. Advocates appropriately for necessary resources.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**24. Is a good steward of departmental resources.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**25. Delineates an annual budget that is designed to provide a positive adequate to fund new coming academic year as well as maintain the suggested reserves.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**26. Interacts and collaborates with school and hospital administration in fiscal planning and implementation**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**27. Oversees faculty and staff salaries to maintain equity in accord with policies, effort and**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**Additional Comments:**


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**Clinical Mission:****28. Has a clearly articulated and implemented faculty compensation plan.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**29. Advocates for the best possible clinical facilities.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**30. Anticipates, analyzes and recruits for market trends.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**31. Provides the appropriate infrastructure to enable faculty to effectively deal with the de arena.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**32. Promotes actively practice development and clinical skills of department faculty**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**33. Communicates strategic clinical plans, policies and general information to faculty and**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**34. Works with the hospital and the practice plan administrators to facilitate quality patient**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**35. Ensures appropriate oversight for all clinical operations**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**Additional Comments:**

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**Research:**

**36. Has a clearly articulated research direction(s) for the department.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**37. Encourages and fosters clinical and lab research and innovation**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**38. Effectively manages departmental shared research space and equipment**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**39. Supports faculty in their research efforts with transparent policies that are applied cor allocation of space and resources).**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**40. Uses data to participate in and communicate decisions regarding space.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**41. Develops, communicates and consistently applies policies regarding bridge funding.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**42. Is supportive of innovation.**

Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**43. Arranges for and supports faculty research mentoring and development.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**44. Maintains a record of continuing scholarship**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**45. Models and fosters research integrity**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**46. Understands and advances research compliance issues (training of research administr**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**Additional Comments:**

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**Education:****47. Defines his/her vision for education**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**48. Has high expectations for educational excellence.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**49. Interacts with the dean's office to successfully implement the medical school curriculu**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**50. Assures department maintains quality and accreditation of its teaching programs**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**51. Provides leadership in recruitment of graduate students, residents and fellows.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**52. Rewards faculty who excel in teaching**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**53. Encourages faculty to contribute to undergraduate, graduate and CME programs**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**54. Uses educational outcomes as a performance measure.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**55. Views excellence in education as a top priority for the department.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**56. Is conversant with the educational programs in the department.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**57. Funds educational effort from appropriate revenue streams including, but not limited**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**Additional Comments:****Faculty Development and Mentoring:****58. Clearly articulates benchmarks for promotion and/or tenure in both tracks.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**59. Clearly articulates professional behavior expectations.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**60. Has disciplinary approaches, when needed, that are consistent.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**61. Provides clear support for faculty in research and teaching endeavors.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**62. Recruits high quality faculty and staff in a timely manner.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**63. Clearly articulates goals and strategies for tenure track faculty professional development**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**64. Clearly articulates goals and strategies for clinical track faculty professional development**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**65. Demonstrates active sensitivity to issues of diversity.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**66. Has a well-articulated plan for increasing diversity**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**67. Identifies ways to reward faculty for efforts in any and all missions.**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**68. Meets periodically with faculty and staff on professional development**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**69. My annual meeting serves as a meaningful development opportunity for me, i.e., it provides information on my performance and progress**

- Disagree Strongly     Disagree Somewhat     Agree Somewhat     Agree Strongly

**70. I meet annually with my chair (or division chief) to discuss my performance**

- Yes     No

**71. I recommend that this individual be REAPPOINTED**

- Yes     No

**72. I am a member of this department**

Yes  No

**73. I am ..... (select one)**

Faculty

Trainee

Administra

**Additional Comments:**

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**Final Comments:**

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Save for completion at a later date

Complete

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