



Internal Medicine Program Evaluation Committee (PEC) Policy

Addendum to the MHG PEC Policy 500.16

Effective July 2024

The Internal Medicine Residency is committed to program evaluation with the goal of program and resident education improvement and faculty development.

In order to achieve its mission and train quality physicians, a program must evaluate its performance and plan for improvement in the Annual Program Evaluation. Performance of residents and faculty members reflects program quality and can use metrics that reflect the goals that a program has set for itself. The Program Evaluation Committee utilizes outcome parameters and other data to assess the program's progress toward achievement of its goals and aims.

Program Evaluation and Improvement

The Internal Medicine program director will appoint the PEC to conduct and document the Annual Program Evaluation as part of the program's continuous improvement process.

The PEC will be composed of at least two program faculty members, at least one of whom is a core faculty member, and at least one resident.

PEC responsibilities include:

- Advisor to the program director, through program oversight
- Review of the program's self-determined goals and progress toward meeting them
- Guiding ongoing program improvement, including development of new goals, based upon outcomes
- Review of the current operating environment to identify strengths, challenges, opportunities, and threats as related to the program's mission and aims

The PEC should consider the following elements in its assessment of the program.

- Curriculum
- Outcomes from prior Annual Program Evaluation(s)
- ACGME letters of notification, including:
 - Citations
 - Areas for Improvement
 - Comments
- Quality and safety of patient care
- Aggregate resident and faculty:

- Well-being
- Recruitment and retention
- Workforce diversity
- Engagement in quality improvement and patient safety
- Scholarly activity
- ACGME Resident and Faculty Surveys
- Written evaluations of the program
- Aggregate resident:
 - Achievement of the Milestones
 - In-training examinations
 - Board pass and certification rates
 - Graduate performance
- Aggregate faculty:
 - Evaluation
 - Professional development

The PEC must evaluate the program's mission and aims, strengths, areas for improvement, and threats.

The annual review, including the action plan:

- Will be distributed to and discussed with the members of the teaching faculty and the residents
- Submitted to the DIO.

The program will complete a Self-Study prior to its 10-Year Accreditation Site Visit. A summary of the Self-Study will be submitted to the DIO.