

Clinical Excellence Survey (CONFIDENTIAL)

Candidate: _____

Date: _____

INSTRUCTIONS

Clinical care at Stanford is expected to reflect excellence beyond basic professional competence. In completing each item of this assessment, you are asked to consider the candidate’s performance relative to Stanford’s expectation of excellence. Please be as candid as possible. These forms (including the identity of their authors) will be treated as strictly confidential within the reappointment and promotion process.

PLEASE TELL US ABOUT YOURSELF.

1. Please indicate the nature of your relationship to the candidate (choose the single best fit):

- Trainee of the candidate
- Clinical administrator (for example, nurse manager or clinic manager)
- Allied healthcare provider (for example, nurse practitioner or physician assistant)
- Physician (not trainee)
- Other _____

This relationship is (circle one): current / past

2. Please indicate **your** departmental affiliation and/or clinical specialty, if applicable:

Dept./Div. _____ Specialty _____

3. Please indicate the nature of your familiarity with the candidate’s performance (choose the single best fit):

- General knowledge by reputation only (no direct observation)
- Direct knowledge of patient outcomes and/or chart review
- Direct observation of candidate’s work in the clinical setting
- Insufficient information on which to base an evaluation (**if you select this answer, STOP.** Do not complete the remainder of the evaluation).

This knowledge is (circle one): current / past

PLEASE COMPLETE THE FOLLOWING SURVEY.

For each item, ratings are explained as follows:

- “Significant Concern*”
- “Below expected level for Stanford” – does not consistently demonstrate clinical excellence
- “At expected level for Stanford” – consistently demonstrates clinical excellence
- “Above expected level for Stanford” – clinical excellence is widely recognized on a local or regional basis. Among the top 5-10% of clinicians you have known.
- “Extraordinary*” – clinical performance is exceptional or nationally recognized. A true “doctor’s doctor.” Among the top 1% of clinicians you have known.

Please note that for any items on which you rate the candidate’s performance either “Significant Concern” or “Extraordinary,” an explanation is required. We once again ask you to be as candid as possible.

GENERAL CLINICAL PROFICIENCY	Significant Concern* (comment required)	Below Expected Level for Stanford	At Expected Level for Stanford	Above Expected Level for Stanford (top 5-10% of clinicians I have known)	Extraordinary* (top 1% of clinicians I have known)		Not applicable or don't know	COMMENTS <i>(REQUIRED for ratings of "Significant Concern" or "Extraordinary")</i> <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Maintains and applies up-to-date knowledge base appropriate to scope of practice	1	2	3	4	5			
Maintains current technical/procedural proficiency	1	2	3	4	5			
Applies sound diagnostic and/or therapeutic reasoning and judgment	1	2	3	4	5			
Seeks consultation from other care providers when appropriate	1	2	3	4	5			
Demonstrates reliability in meeting clinical commitments	1	2	3	4	5			
COMMUNICATION	Significant Concern* (comment required)	Below Expected Level for Stanford	At Expected Level for Stanford	Above Expected Level for Stanford (top 5-10% of clinicians I have known)	Extraordinary* (top 1% of clinicians I have known)		Not applicable or don't know	COMMENTS <i>(REQUIRED for ratings of "Significant Concern" or "Extraordinary")</i> <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Communicates effectively with patients and their families	1	2	3	4	5			
Communicates effectively with physician peers	1	2	3	4	5			
Communicates effectively with trainees	1	2	3	4	5			

Communicates effectively with other members of the health care team (for example, nurses, clinical administrators, respiratory therapists, pharmacists)	1	2	3	4	5			
Maintains appropriate medical documentation	1	2	3	4	5			
PROFESSIONALISM	Significant Concern* (comment required)	Below Expected Level for Stanford	At Expected Level for Stanford	Above Expected Level for Stanford (top 5-10% of clinicians I have known)	Extraordinary* (top 1% of clinicians I have known)		Not applicable or don't know	COMMENTS (REQUIRED for ratings of "Significant Concern" or "Extraordinary") <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Treats patients with compassion and respect	1	2	3	4	5			
Shows sensitivity to cultural issues	1	2	3	4	5			
Treats physician peers with respect	1	2	3	4	5			
Treats trainees with respect	1	2	3	4	5			
Treats other members of the health care team (for example, nurses, clinical administrators, respiratory therapists, pharmacists) with respect	1	2	3	4	5			
Available to colleagues	1	2	3	4	5			
Responds in a timely manner	1	2	3	4	5			

*COMMENTS ARE REQUIRED for ratings of "Significant Concern" or "Extraordinary"

SYSTEMS-BASED PRACTICE	Significant Concern* (comment required)	Below Expected Level for Stanford	At Expected Level for Stanford	Above Expected Level for Stanford (top 5-10% of clinicians I have known)	Extraordinary* (top 1% of clinicians I have known)		Not applicable or don't know	COMMENTS <i>(REQUIRED for ratings of "Significant Concern" or "Extraordinary")</i> <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Effectively coordinates patient care within the healthcare system	1	2	3	4	5			
Appropriately considers cost of care in medical decision-making	1	2	3	4	5			
Participates in quality improvement activities	1	2	3	4	5			
Demonstrates leadership in clinical program development and administration	1	2	3	4	5			
OVERALL	Significant Concern* (comment required)	Below Expected Level for Stanford	At Expected Level for Stanford	Above Expected Level for Stanford (top 5-10% of clinicians I have known)	Extraordinary* (top 1% of clinicians I have known)		Not applicable or don't know	COMMENTS <i>(REQUIRED for ratings of "Significant Concern" or "Extraordinary")</i> <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Overall clinical performance	1	2	3	4	5			

ADDITIONAL COMMENTS: _____

*COMMENTS ARE REQUIRED for ratings of "Significant Concern" or "Extraordinary"