

**University of Manitoba
Anatomical Pathology Elective FITER**

Student Name: _____

Dates of Elective: _____

Site: _____

For each of the following evaluation items, please tick the box at the level of expectation that the student currently meets.

Indicate whether the Resident on service contributed to this evaluation. Yes No N/A

1. **Clinical expertise:** The student can independently gather the necessary information through different imaging modalities and the imaging findings on those studies to establish a differential diagnosis and formulate an appropriate treatment plan.

CRITERION	Unsatisfactory 1	Below expectations 2	Meets expectations 3	Exceeds expectations 4	Outstanding 5	Not applicable Not assessed
Participation in autopsy pathology, including reviewing medical records, observing dissection, and knowing the manners of deaths and which death are reportable to the Medical Examiner's office.	<input type="checkbox"/> Refuses to participate in autopsies when asked to.	<input type="checkbox"/> Reluctantly participates in autopsies when asked to.	<input type="checkbox"/> Participates in autopsies at a level expected of a medical student.	<input type="checkbox"/> Gets involved in autopsy dissection.	<input type="checkbox"/> Enthusiastically gets involved in autopsy dissection and does so at a level above that expected of a medical student.	<input type="checkbox"/>
Participation in surgical pathology, including observing gross dissection and participating at surgical pathology sign-out and frozen sections.	<input type="checkbox"/> Does not participate in surgical pathology when asked to.	<input type="checkbox"/> Reluctantly participates in surgical pathology and is minimally involved.	<input type="checkbox"/> Participates in surgical pathology at the level expected of a medical student.	<input type="checkbox"/> Participates in surgical pathology above the level expected of a medical student.	<input type="checkbox"/> Has superior knowledge and participates in surgical pathology at a level above that expected of a medical student.	<input type="checkbox"/>
Participation in cytopathology, including reviewing teaching slides with a resident or pathologist, and participating at cytology sign-out.	<input type="checkbox"/> Does not participate in cytopathology when asked to.	<input type="checkbox"/> Reluctantly participates in cytopathology and is minimally involved.	<input type="checkbox"/> Participates in cytopathology at the level expected of a medical student.	<input type="checkbox"/> Participates in cytopathology above the level expected of a medical student.	<input type="checkbox"/> Has superior knowledge and participates in surgical pathology at a level above that expected of a medical student.	<input type="checkbox"/>

2. Communicator: The student communicates effectively with other members of the health care team.

CRITERION	Unsatisfactory 1	Below expectations 2	Meets expectations 3	Exceeds expectations 4	Outstanding 5	Not applicable Not assessed
Communication with superior and members of the health care team.	<input type="checkbox"/> Does not communicate with others. Does not show respect for others' opinions or expertise.	<input type="checkbox"/> Inconsistently communicates with others. Often does not recognize the need to do so.	<input type="checkbox"/> Communicates regularly with others. Able to work collaboratively and respect differing opinions.	<input type="checkbox"/> Consistently communicates with others. Works well with others. Comprehensive communication of plans.	<input type="checkbox"/> Works exceptionally well with others. Always communicates with others.	<input type="checkbox"/>
Written records including pathology reports	<input type="checkbox"/> Incomplete and disorganized.	<input type="checkbox"/> Often incomplete. Often illegible or difficult to read.	<input type="checkbox"/> Information is generally complete and well organized. Problems and plans clearly outlined.	<input type="checkbox"/> Consistently clear, logical, comprehensive documentation. Includes all necessary information.	<input type="checkbox"/> Exceptionally clear and comprehensive records. Easy to follow.	<input type="checkbox"/>

3. Professional: The student behaves in an ethical and professional manner at all times.

CRITERION	Unsatisfactory 1	Below expectations 2	Meets expectations 3	Exceeds expectations 4	Outstanding 5	Not applicable Not assessed
Integrity/Altruism	<input type="checkbox"/> Dishonest in dealing with others. Disrespectful of personal, emotional and physical boundaries. Does not place welfare of others first.	<input type="checkbox"/> Not always forthright and honest in dealing with others. At times does not demonstrate respect of others and crosses boundaries with colleagues. At times does not prioritize welfare of others.	<input type="checkbox"/> Respectful and honest. Demonstrates respect for others and sensitivity to needs of colleagues. Places welfare of others first.	<input type="checkbox"/> Consistently demonstrates respect to colleagues. Always places welfare of others first.	<input type="checkbox"/> A role model for demonstrating a high degree of respect for others and always prioritizing welfare of others.	<input type="checkbox"/>
Responsibility and conscientiousness	<input type="checkbox"/> Inadequate commitment. Late or absent without adequate explanation. Does not address assigned responsibilities. Casual or cavalier approach that could lead to error in care.	<input type="checkbox"/> Not always committed. At times late or absent without adequate explanation. At times does not complete assigned responsibilities. At times does not attend to details as required.	<input type="checkbox"/> Dependable, reliable, prompt follow-up. Punctual attendance for rounds and teaching sessions. Comes prepared. Consistently thorough and completes assigned responsibilities well.	<input type="checkbox"/> Always attends and participates well in rounds and teaching sessions. Comes prepared. Always available.	<input type="checkbox"/> A model of balanced professional and personal behavior. Very dependable and demonstrates outstanding conscientiousness.	<input type="checkbox"/>

3. Professional: The student behaves in an ethical and professional manner at all times.

CRITERION	Unsatisfactory 1	Below expectations 2	Meets expectations 3	Exceeds expectations 4	Outstanding 5	Not applicable Not assessed
Self-assessment	<input type="checkbox"/> Cannot or will not respond to feed- back. Does not evaluate own skills and abilities to acknowledge limitations, or to take responsibility for errors.	<input type="checkbox"/> Not always receptive to feed- back. At times unaware of own limitations. At times demonstrates lack of responsibility regarding clinical decisions.	<input type="checkbox"/> Appropriately seeks assistance and feed-back. Responds to advice appropriately and modifies behaviour and performance as a result. Aware of own strengths and limitations.	<input type="checkbox"/> Always appropriately seeks and responds well to feed-back. Appropriately self-confident and assertive.	<input type="checkbox"/> Outstanding sense of own strengths and vulnerabilities and very responsive to feedback.	<input type="checkbox"/>
Personal demeanour	<input type="checkbox"/> Appearance/attire is highly inappropriate, personal hygiene is questionable. Often engages in inappropriate behaviours such as joking or eating where inappropriate, text-messaging, playing on-line games, etc.	<input type="checkbox"/> At times, dress and appearance are inappropriate At times engages in inappropriate behavior such as inappropriate jokes and comments.	<input type="checkbox"/> Appropriate professional appearance and attire, self hygiene and conduct. Behaviour consistently appropriate to the professional context.	<input type="checkbox"/> Consistently demonstrating a professional appearance, with very appropriate self hygiene and conduct.	<input type="checkbox"/> Role model for professional appearance, attire and conduct. Sets the standards for others.	<input type="checkbox"/>

4. Scientist/Scholar: The student utilises sound scientific and/or scholarly principles in their studies and interaction with patients.

CRITERION	Unsatisfactory 1	Below expectations 2	Meets expectations 3	Exceeds expectations 4	Outstanding 5	Not applicable Not assessed
Self directed learning	<input type="checkbox"/> Despite prompting, does not complete assigned learning tasks. No evidence of self directed learning (e.g. reading around cases on own).	<input type="checkbox"/> Completes assigned learning tasks only with prompting. Minimal or no evidence of self directed learning.	<input type="checkbox"/> Completes assigned learning tasks without prompting. Demonstrates evidence of self directed learning.	<input type="checkbox"/> Demonstrates above average interest and ability to learn on own. Completes assigned learning tasks efficiently and without prompting.	<input type="checkbox"/> Demonstrates exceptional interest and ability to learn on own. An example to his/her peers.	<input type="checkbox"/>
Knowledge and application of evidence based medicine (EBM) resources	<input type="checkbox"/> No demonstrated knowledge of commonly used guidelines and other EBM resources (e.g. <i>Pubmed, Google Scholar, EBM websites</i>).	<input type="checkbox"/> Demonstrates limited knowledge of commonly used guidelines and EBM resources. Inconsistently applies this knowledge to management of cases.	<input type="checkbox"/> Consistently demonstrates knowledge of commonly applied guidelines and EBM resources. Consistently applies this knowledge to management of cases.	<input type="checkbox"/> Above average knowledge of guidelines and EBM resources. Able to find and appraise evidence on common topics. Consistently applies this evidence found into management of cases.	<input type="checkbox"/> Superior ability to accurately find and appraise evidence on complex topics. Consistently applies EBM in all aspects of case management.	<input type="checkbox"/>

3. Scientist/Scholar: The student utilises sound scientific and/or scholarly principles in their studies and interaction with patients.

CRITERION	Unsatisfactory 1	Below expectations 2	Meets expectations 3	Exceeds expectations 4	Outstanding 5	Not applicable Not assessed
Contributions at learning activities (e.g. rounds, teaching sessions)	<input type="checkbox"/> No demonstrated contributions at learning events. Appears unengaged.	<input type="checkbox"/> Able to provide useful contributions only when prompted. At times appears engaged.	<input type="checkbox"/> Provides useful contributions without prompting. Engaged, willing to participate, but little evidence of leadership or teaching ability during sessions.	<input type="checkbox"/> Provides useful contributions. Enthusiastic, some evidence of leadership and ability to teach peers during activities.	<input type="checkbox"/> Consistently provides insightful, "high level" contributions. Enthusiasm, leadership and teaching skills during activities are a role model to peers.	<input type="checkbox"/>
Oral Presentations	<input type="checkbox"/> Presentations usually disorganized, ineffective, incomplete, and with lots of errors.	<input type="checkbox"/> Many omissions of relevant information and/or inaccuracies. Often disorganized.	<input type="checkbox"/> Reasonable clear, complete, and accurate. Occasional need to pose a few questions to complete or clarify.	<input type="checkbox"/> Concise, clear, organized, and accurate. Facts presented in a logical manner.	<input type="checkbox"/> Succinct and precise. Relevant issues clearly delineated. Conveys excellent understanding of complex issues.	<input type="checkbox"/>

Were the project-specific learning objectives for the elective achieved? Yes No

Comments:

Note: Please append a copy of the following documents to the completed FITER, and submit them to the UGME office with the completed signed FITER as soon as possible after the elective has been completed.

- A copy of the project-specific objectives for the elective.
- A copy of the mid-term evaluation (MITER for electives that are four weeks long or longer; a narrative report for electives that are shorter than this)
- A copy of the student's research report.

FINAL ASSESSMENT:

PASS BORDERLINE PASS FAIL

PASS/FAIL GUIDELINES:

- The following situations constitute a FAIL:
 - If a student receives a grade of "unsatisfactory" in ONE MAJOR (BOLDED) criterion.
 - If a student receives a grade of "unsatisfactory" in TWO MINOR (UNBOLDED) criteria.
 - If a student receives a grade of "below expectations" (or worse) in ANY THREE BOLDED or UNBOLDED criteria.
- The following situation constitutes a BORDERLINE PASS:
 - if a student receives any combination of grades below "meets expectations" that does not otherwise constitute a fail, as above.

☞ Please note: For summative purposes, a grade of "borderline pass" constitutes a "pass". This designation serves merely to flag students that are experiencing difficulty in a non-punitive manner.

- The following situation constitutes a PASS:
 - If a student receives grades of "meets expectations" or better in ALL criteria.

Comments for the MSPR

Strengths:

Areas for Improvement (Please explain all scores of “below expectations” or less):

Evaluator Name: _____

Evaluator Position: _____

Evaluator Signature: _____

Date: _____

UGME/Clerkship/Education Site Director Signature: _____

For the student:

I accept this evaluation

I do not accept this evaluation

Student Comments:

Student Signature: _____

Date: _____

*Please return completed forms to:
Clerkship and Electives Program Administrator
260 Brodie Centre
727 McDermot Avenue
Winnipeg, MB R3E 3P5
Canada
Tel: (204)977-5675
Fax: (204) 789-3929*