



# SOME SIMPLE INTERVENTIONS TO PROMOTE RESIDENT AND FACULTY FEEDBACK

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## Introduction

- Feedback is an important component of residency training and faculty development
- Many residents and faculty feel they are not receiving enough feedback
- We attempted to discover effective methods to promote resident and attending feedback in the form of evaluations completed in our online evaluation system

## Methods

- Initiated automated email reminders after each rotation
- Program director and coordinator periodically check the feedback completion status
- For residents and attendings who have delinquent evaluations, additional reminders are utilized in the form of free form prompting regardless of whether it is in the hallway, at the curbside, after a meeting, through a separate work email or through an in person meeting
- Instituted requirement that all evaluations be filled out prior to the 6 month review
- Started sending Thank You emails to residents and faculty upon completion of delinquent evaluations
- Feedback completion rate was compared prior to and after interventions

## Results

- Significant improvement in resident and attending feedback rate
- Prior to intervention, 102 delinquent evaluations
- Post-intervention, only 2 delinquent evaluations

## Conclusion

- These interventions are simple yet effective.
- The decision was made to continue with these interventions



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