# Postgraduate Faculty Evaluation (PGME)

## updated Oct2026

*revised October 2026*

*indicates a mandatory response

**Preamble:**

Faculty evaluations are an important component of a faculty's overall assessment. Research shows that evaluations can be influenced by unconscious and unintentional bias. Please focus evaluations on teaching, supervision, feedback, and the learning environment. Do not base ratings on personality, popularity, identity, accent, grading leniency, or whether your own performance outcome was favourable. Use **N/A** (**Not Applicable**) when you did not have sufficient opportunity to observe the behaviour.

**Confidentiality Statement**

To protect learner confidentiality, evaluations are pooled, anonymized, and shared with preceptors only when at least three evaluations are available.Your identity with the preceptor remains confidential, but your identity will be known to the program director (or delegate) and the Associate Dean, PGME (or delegate) for follow-up if deemed necessary.

### Observation

| | n/a | Strongly disagree | Disagree | Somewhat disagree | Neither agree or disagree | Somewhat agree | Agree | Strongly agree |
|---|---|---|---|---|---|---|---|---|
| 1. Functions effectively as a consultant, demonstrating expected knowledge and skills of the discipline. | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| 2. Is a role model of the practice of evidence-based patient care. | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| 3. Is a role model of professional, compassionate patient-centred care. | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| 4. Provided regular, prompt, effective and meaningful feedback. | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| 5. Allowed me to have an appropriate level of responsibility (not too much, and not too little), and was responsive and available for support and back-up. | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| 6. Provided a collaborative and respectful learning environment free of mistreatment, intimidation, harassment or discrimination including racism. | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| 7. Enthusiastic and dedicated teacher; provides questions, challenges, and stimulates my learning. | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| 8. Overall is an effective clinical teacher and supervisor. | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |

## What should this faculty member continue doing?

***Please describe one teaching behaviour or practice that this faculty member does particularly well and should continue. Focus on specific, observable behaviours that supported your learning.***

## What is one area for improvement?

***Please describe one specific change that could enhance this faculty member's teaching, feedback, supervision, or the learning environment. Focus on specific, observable behaviours and provide constructive suggestions whenever possible.***

## Additional Comments (Optional)

***Please provide any additional feedback that may help support this faculty member's ongoing development.***

**Alternative Reporting Mechanism**

Faculty evaluations are not intended for urgent reporting. If you experienced or witnessed mistreatment, harassment, discrimination, racism, intimidation, or a serious safety or professionalism concern, please use the appropriate institutional reporting pathway below:

- Western University Human Rights Office (HRO)
- Learner Experience Office
  - Mistreatment & Reporting Incidences
- Associate Dean, PGME