

Self-assessment – guidelines

The self-assessment is a reflection of the faculty member's strength and weaknesses, and goals for future development as faculty.

Note on the Checklist, it uses the word "reflection." The goal of the self-assessment is for the A&P Committees to get a feel for how the faculty members see themselves in terms of their career and what they feel they have accomplished, over and above what is listed on the CV and in the letters of support.

For example, a clinician/teacher who loves teaching and has made a real difference in this area could describe this in the self-assessment, using a narrative format, rather than just providing lists of the courses or lectures taught.

The self-assessment should also include a "reflection" of strengths and weaknesses. (This is the most commonly omitted section.)

Finally, the faculty should describe what they hope to accomplish in the future, i.e. what are their goals?

The self-assessment should NOT include long lists of activities/accomplishments and should not duplicate any listed information that is on the CV, such as publications, etc. The content of the self-assessment should focus on quality, not quantity.

The A&P Committees would rather read something new and informative and maybe even a little insightful, rather than review a document that looks just like the CV. Even though successful promotion is about accomplishments/productivity, repeating the same information in both the CV and self-assessment doesn't make the accomplishments "more or better."