COMMONWEALTH OF MASSACHUSETTS

BOARD OF REGISTRATION IN MEDICINE

**POLICY ON SUPERVISOR EVALUATIONS**

POLICY 2017- 03

Adopted September 28, 2017

Amended January 14, 2021

The Board and its Licensing Committee (Board) undertakes a rigorous and comprehensive process when evaluating the professional qualifications of an Applicant for limited or full licensure in Massachusetts. The honest and impartial assessment of an Applicant by his or her Clinical Supervisor or Training Program Director is a crucial component in the Board’s evaluative process.

All physicians who submit Evaluations to the Board shall avoid any actual or perceived conflict of interest so as to ensure that the conflict does not affect patient safety, quality of care or the integrity of the services provided by the Board. A “conflict of interest” is a situation where financial, professional or personal interests (including the interests of immediate family members), may compromise one’s professional judgment or official responsibilities. A conflict of interest exists when an Evaluator may gain financially or professionally from an Applicant’s prospective employment.

All physicians who submit Evaluations to the Board shall certify that they have knowledge of the Applicant’s recent clinical performance in their role as the Applicant’s supervisor and have no conflict of interest, personally, professionally or financially, in recommending the Applicant for licensure. In completing the Evaluation, the Evaluator must also rate the Applicant’s performance on a scale ranging from “superior” (highest) to “poor” (lowest) in the following areas: Clinical knowledge, Clinical competency, Professional Judgment, Character and ethics, Technical skills, Relationships with staff, Relationships with patients and Cooperativeness/Ability to work with others. The Evaluator must also have knowledge of the Applicant’s privileges to admit or treat patients and whether the Applicant has been subject to disciplinary action. Finally, the Board relies on the Evaluator to provide an impartial recommendation as to whether or not the Applicant should be licensed in the Commonwealth.

The Board, throughout the application process, reserves the right to request that a Supervisory Evaluation be updated to reflect the Applicant’s current clinical practice or that the Applicant arrange for submission of additional Supervisory Evaluations in order to support their application for licensure.