

**RALEIGH SCHOOL OF NURSE ANESTHESIA
THE UNIVERSITY OF NORTH CAROLINA GREENSBORO**

Immediate Supervisor Evaluation

Name of Applicant _____

Last 4 Digits of SS# _____

The study of nurse anesthesia is a rigorous endeavor that leads to a professional career which involves responsibility for the health and welfare of others. Since there are limited number of positions in each entering class, it is our responsibility to select students whose abilities, values, motives, and character give the greatest promise of success in and satisfaction with nurse anesthesia. Therefore, we ask you to provide thoughtful and completely frank responses to this inquiry.

The information you furnish is for the use of the school administration and the faculty Admissions Committee. We require this form to be completed regarding the applicant's characteristics. Your evaluation will not be communicated to the applicant. The application will be considered incomplete until your evaluation is received. Application deadline is October 31.

This evaluation should be returned to : **Raleigh School of Nurse Anesthesia
3900 Barrett Drive Suite 200
Raleigh, NC 27609**

Please provide the following information regarding the applicant's work environment:

Type of unit _____ Number of beds _____ Average length of patient stay _____

How many patients with the following interventions does the applicant manage during a typical week:

Swan-Ganz___ Arterial Line___ Ventilator___ Vasoactive infusion___ Intra-aortic balloon pump___

Indicate applicant's skill level in managing the following:

	Independently Managed	Managed with assistance	Limited experience	No experience
Swan-Ganz				
A-line				
Ventilators				
Drips				
IABP				

How long have you known this applicant _____

How long have you been the immediate supervisor of this applicant _____

What do you consider to be important strengths of this applicant?

What do you consider to be important weakness of this applicant?

Is there any reason to be cautious regarding this applicant's integrity?

___ Yes (please explain)
___ No

As far as you know, does this applicant have any physical, emotional, or psychological handicaps that might limit his/her performance during anesthesia instruction and practice?

___ Yes (please explain)
___ No

Have you ever known this applicant to abuse drugs or alcohol?

___ Yes (please explain)
___ No

Mark one statement in each category that best represents this applicant.

Describe this applicant's level of initiative when performing patient care duties.

- Needs encouragement and structure to initiate and complete work.
- Initiates own activity but needs increased encouragement to complete work.
- Initiates own work but has difficulty accommodating feedback
- Able to work independently while seeking and incorporating appropriate assistance; effectively accommodates feedback.
- Unable to judge

Describe this applicant's level of motivation at work.

- Neglects following through with patient care
- Work is incomplete, carelessly done
- Completes work carefully but with prodding
- Meets obligations; independent most of the time
- Thoroughly reliable; needs no supervision
- Unable to judge

When placed in a new learning situation, how would you describe this applicant?

- Very slow to grasp concepts
- Needs to exert extra effort to demonstrate minimal understanding of concepts
- Is about average in understanding concepts
- Quick to grasp new concepts
- Excellent with new concepts
- Unable to judge

How would you rate this applicant's ability to apply knowledge and decision-making skills?

- Totally indecisive
- Has difficulty analyzing problems and arriving at decisions
- Analyzes a situation correctly but has difficulty deciding on a course of action
- Usually competent in making decisions and taking action on them
- Excellent in evaluating consequences of decisions and taking appropriate action
- Unable to judge

How would you rate this applicant's communication skills?

- Inarticulate; no clear presentation of information
- Weak oral skills; less than average command of language and articulation
- Articulates fairly well but order of ideas is often illogical
- Has the ability to articulate thoughts clearly and logically
- Very articulate; excellent command of language
- Unable to judge

How would you rate this applicant when facing difficult skills or learning new skills?

- Gives up without trying
- Becomes discouraged easily
- Works on goals/skills that are easily attainable but avoids difficult goals/skills
- Works toward most goals/skills until achieved
- Is always persistent in pursuing goals/skills
- Unable to judge

Rate this applicant's accountability?

- Projects blame on others as reasons for own actions
- Gives excuses for own actions
- Usually accepts responsibility for own actions
- Thoroughly accountable for own actions
- Unable to judge

Rate this applicant's response to stressful situations.

- Withdraws, becomes angry, confused, and unrealistic under pressure
- Has difficulty proceeding constructively
- Tries to proceed constructively, but occasionally withdraws frustrated
- Self-controlled, rarely loses focus
- Excellent self-control; remains focused
- Unable to judge

Rate this applicant's ability to function in a critical care setting.

- Always requires excessive details of assignments in order to meet supervisor's expectations
- Is uncomfortable in less supervised situations; seeks guidance inappropriately
- Attempts to function with less supervision but seeks guidance inappropriately
- Usually can function comfortably with less supervision
- Functions very effectively and comfortably with little supervision
- Unable to judge

Rate this applicant's ability to work with peers.

- Never contributes to unit/group discussion/projects
- Interferes and is obstructive
- Has some difficulty as a member/leader within a group
- Often regarded as a constructive member/leader by peers
- Very effective as a leader/member in assisting peers toward constructive goals
- Unable to judge

How does this applicant respond to authority?

- Is defiant; perseveres in doing things his/her way
- Generally positive toward authority, but is resentful
- Usually positive toward authority
- Positive toward authority but resents constructive criticism
- Positive toward authority and accepting of constructive criticism
- Unable to judge

My overall evaluation of this person as an applicant is

- Strongly Recommended
- Recommended
- Recommended with Reservation
- Do Not Recommend
- Undecided

Briefly explain any decision other than "Strongly Recommended"

Signature _____

Date _____

Print Name _____ **Title** _____

Institution _____

Highest Degree Held _____

Phone _____