The purpose of the PEER Panel Pilot was to assess staff satisfaction with the peer review as a part of the overall performance evaluation process. The PACU staff had elected a panel of staff to provide meaningful, constructive, consistent, positive peer review feedback for all staff. Anonymous surveys were given to all staff.

The Peer Panel method is congruent with shared governance enhancing professional performance through collegial exchange with a mutual respect and mutual goal of developing each other personally and professionally. An additional goal is to create a more holistic picture of capabilities, strengths, and areas for growth through a professional partnership. Furthermore, the desired result is to provide a blended method of an annual evaluation that truly means something and effect change to assure quality outcomes. In addition, to grasp and adhere to improved innovated process that could result in unity of the unit, strengthen peer relationships and comfort level with effective and healthy communication to identify areas of improvement as well as enhance areas of excellence.

The evaluation of the project provided feedback to improve the process. Other units were interviewed on their processes and outcomes. Brainstorm sessions were held with the Peer Panel as well as a six month follow-up self-review from staff, in addition the PACU Professional Development Council were consulted for suggestions and revisions of the PACU peer panel review. The long-term plan is to continue this new process and to re-evaluate and improve the peer panel review process on a continual basis.