

Unique ID	Competency	Sub-Competency	Milestone
Pro1	Physician as Professional	Professional Values	Performs all documentation and communication honestly without misrepresentation or falsification.
Pro2	Physician as Professional	Professional Values	Attends to patient dignity and privacy with consideration of patient preferences and requirements in a non-stigmatizing way.
Pro3	Physician as Professional	Professional Values	Uses appropriate language with patients and colleagues at all times, even during stressful situations.
Pro4	Physician as Professional	Professional Values	Presents self professionally in clinical situations.
Pro5	Physician as Professional	Professional Values	Can describe the role of bias in medical care of diverse populations and seeks to minimize its effect on providing excellent patient care
Pro6	Physician as Professional	Ethical Standards	Identifies and respects patients' culture and identity which affect their care choices
Pro7	Physician as Professional	Ethical Standards	Adheres to reporting requirements of other physicians in cases of impairment, incompetence, or inappropriate behavior.
Pro8	Physician as Professional	Ethical Standards	Identifies bias towards vulnerable and protected populations in team interactions and patient care and steps to mitigate it.
Pro9	Physician as Professional	Effective Member of Interprofessional Team	Completes all own duties.
Pro10	Physician as Professional	Effective Member of Interprofessional Team	Functions effectively and respectfully within a interprofessional and diverse team.
Pro11	Physician as Professional	Standards of Care Scope of Practice	Stays within own scope seeking consultation or supervision when appropriate
Pro12	Physician as Professional	Standards of Care Scope of Practice	Provides evidence-based care, referencing appropriate practice guidelines and strives to meet quality standards while examining guidelines for the presence of bias which may adversely affect vulnerable populations.
Pro13	Physician as Professional	Self-Assessment Learning (after graduation)	Seeks and participates in educational opportunities to keep knowledge of discipline current.
Pro14	Physician as Professional	Administrative/Function (after graduation)	Adheres to the current laws, regulations, statutes governing the practice of medicine
Pro15	Physician as Professional	Administrative/Function (after graduation)	Maintains current regulatory requirements as requested by school or sit
Pro16	Physician as Professional	Administrative/Function (after graduation)	Complies with institutional protocols for managing patient care and administrative processes
Pro17	Physician as Professional	Administrative/Function (after graduation)	Provides accurate and timely documentation in the medical record
Pro18	Physician as Professional	Administrative/Function (after graduation)	Fulfills professional tasks and obligations in a timely fashion
Pro19	Physician as Professional	Administrative/Function (after graduation)	Contributes time and service to their institution and/or community

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Sci1	Physician as Scientist	Acquisition of Core Biomedical Knowledge	Describes the forms, functions, positions and relationships of each major organ system over time
Sci2	Physician as Scientist	Acquisition of Core Biomedical Knowledge	Specifies the molecular, biochemical and cellular processes that maintain homeostasis
Sci3	Physician as Scientist	Acquisition of Core Biomedical Knowledge	Explains the altered structure and function — the pathology and pathophysiology — that are seen in the major categories of injury and disease
Sci4	Physician as Scientist	Acquisition of Core Biomedical Knowledge	Describes causes (genetic, developmental, toxic, microbiologic, autoimmune, neoplastic, degenerative, traumatic, societal/socio-demographic and behavioral) of disease and the ways in which these processes present in clinical practice
Sci5	Physician as Scientist	Acquisition of Core Biomedical Knowledge	Explains principles of pharmacology and pharmacotherapeutics, describes the major categories of drugs, including their actions, interactions, and the indications for their use and describes nonpharmacological treatment interventions
Sci6	Physician as Scientist	Acquisition of Core Biomedical Knowledge	Describes currently accepted and evidence-based best approaches to the treatment of patients who present with the major types of injury or disease
Sci7	Physician as Scientist	Acquisition of Core Biomedical Knowledge	Describes the social and biomedical determinants of health that affect disease prevention, incidence, diagnosis, treatment and outcomes and uses this information to tailor appropriate care to specific patients.
Sci8	Physician as Scientist	Understanding of the scientific method	Describes the scientific method in its approach to researching the causation and treatment of diseases
Sci9	Physician as Scientist	Understanding of the scientific method	Applies a problem-solving process to patient care — gathering data, generating and testing differential diagnoses, interpreting and reflecting upon outcomes, and altering actions when appropriate
Sci10	Physician as Scientist	Understanding of the scientific method	Utilizes information gained in this iterative process of patient care to add to their foundational core of medical knowledge, improve the care of their patients and enhance the medical knowledge of their colleagues and applies the scientific method to an area of personal passion related to their practice of medicine

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Com1	Physician as Communicator	Physician Patient Communication	Communicates effectively during all stages of the doctor-patient relationship by developing rapport, remaining attentive and responsive throughout, and bringing closure to the therapeutic relationship as necessary.
Com2	Physician as Communicator	Physician Patient Communication	Accurately assesses patient's understanding of communication.
Com3	Physician as Communicator	Physician Patient Communication	Self-assesses own communication skills
Com4	Physician as Communicator	Communication with patients from diverse backgrounds	<p>Uses language to demonstrate respect to patients with regards to their socioeconomic status, education level, racial and ethnic differences, religion, health behaviors sexual orientation, and gender identity</p> <p>Was- Avoids use of language which fails to demonstrate</p>
Com5	Physician as Communicator	Communication with patients from diverse backgrounds	Uses interpreter when appropriate
Com6	Physician as Communicator	Communication with patients from diverse backgrounds	Seeks out and integrates patient's unique perspective and context into their plan of care
Com7	Physician as Communicator	Communication with patients from diverse backgrounds	When student observes inappropriate language or communication with patient, student will report this behavior to a supervisor.
Com8	Physician as Communicator	Communication with the interprofessional healthcare team	Can effectively use an electronic health record while maintaining confidentiality of protected health information.
Com9	Physician as Communicator	Communication with the interprofessional healthcare team	Documents, responds to pages and emails in a timely manner.
Com10	Physician as Communicator	Communication with the interprofessional healthcare team	Participates responsibly in patient-care handoff, acknowledging and communicating information for which student is responsible
Com11	Physician as Communicator	Communication with the interprofessional healthcare team	Acts appropriately when observing unsafe, non-inclusive or disrespectful behavior.

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Sol1	Physician as Clinical Problem Solver	Patient Centered Care	Uses knowledge of disease prevention, behavior change and the relevance of social determinants to make appropriate plan of care for patient.
Sol2	Physician as Clinical Problem Solver	Patient Centered Care	Makes evidence based plan of care for patient.
Sol3	Physician as Clinical Problem Solver	Information Gathering	Medical history is clinically relevant, patient-centered and includes the patient's context. Student is able to gather relevant history from the medical record and other sources as appropriate
Sol4	Physician as Clinical Problem Solver	Information Gathering	Selects and interprets results of physical examination maneuvers to accurately gather information about patients and their conditions.
Sol5	Physician as Clinical Problem Solver	Information Gathering	Identifies literature sources appropriate to evidenced-based practice
Sol6	Physician as Clinical Problem Solver	Differential Diagnosis and Management	Student identified relevant information to develop a prioritized differential diagnosis and management plan for the common acute and chronic disorders across all age groups
Sol7	Physician as Clinical Problem Solver	Differential Diagnosis and Management	Uses common diagnostic tests appropriately and interprets results accurately.
Sol8	Physician as Clinical Problem Solver	Differential Diagnosis and Management	Student can make appropriate decisions based on incomplete information, including limitations in current scientific/medical knowledge
Sol9	Physician as Clinical Problem Solver	Technical Skills	Completes successfully the standard physical examination maneuvers and describes their significance
Sol10	Physician as Clinical Problem Solver	Technical Skills	Masters the requisite psychomotor and cognitive skills to perform selected routine medical procedures when indicated
Sol11	Physician as Clinical Problem Solver	Technical Skills	Recognizes when immediate care is needed and knows how to initiate care for patients with urgent and/or life-threatening problems in the ambulatory and inpatient setting, including Basic Life Support (BLS) and Advanced Cardiovascular Life Support (ACLS)
Sol12	Physician as Clinical Problem Solver	Personal and Systems Factors Affecting Clinical Problem Solving	Explains the common biases known to affect successful problem-solving develops strategies to ameliorate their effects.
Sol13	Physician as Clinical Problem Solver	Personal and Systems Factors Affecting Clinical Problem Solving	Effectively uses knowledge of health care delivery systems and insurance-related factors in diagnostic, treatment and discharge plans
Sol14	Physician as Clinical Problem Solver	Personal and Systems Factors Affecting Clinical Problem Solving	Promotes patient safety and recognizes common errors and hazards in patient care
Sol15	Physician as Clinical Problem Solver	Personal and Systems Factors Affecting Clinical Problem Solving	Student can identify own gaps in knowledge and seeks appropriate consultation
Sol16	Physician as Clinical Problem Solver	Personal and Systems Factors Affecting Clinical Problem Solving	Explains the process of continuous quality improvement in healthcare settings

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Adv1	Physician as Patient & Community Advocate	Advocacy	Champions comprehensive services and excellence in care for individual patients and communities with a sensitivity to patient diversity and awareness of health care disparities
Adv2	Physician as Patient & Community Advocate	Advocacy	Analyzes and describes the determinants of health of individual patients and vulnerable populations.
Adv3	Physician as Patient & Community Advocate	Advocacy	Explains the presence as well as the consequences of individual and structural bias and acts to identify and overcome personal biases
Adv4	Physician as Patient & Community Advocate	Advocacy	Identifies and accesses available community resources and relevant advocacy organizations to help patients to obtain needed services
Adv5	Physician as Patient & Community Advocate	Advocacy	Practices medicine in a way which balances a dedication to the service of individual patients and a commitment to social justice, including the fair distribution of finite healthcare resources
Adv6	Physician as Patient & Community Advocate	Service	Participates in initiatives which contribute to the common good such as engaging in service to improve the health and well-being of others and/or to influence healthcare and educational policies at local, regional and national levels

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Per1	Physician as Person	Self Awareness	Demonstrates an awareness of personal beliefs, values, emotions and biases that may influence their behavior with team members and patients.
Per2	Physician as Person	Self Awareness	Demonstrates the ability to self-assess and reflect and work effectively with team members and patients even where perspectives and values differ.
Per3	Physician as Person	Self Awareness	Solicits and accepts feedback on behavior as well as performance and makes effort to improve
Per4	Physician as Person	Self Awareness	Communicates and negotiates how to balance personal needs with professional obligations
Per5	Physician as Person	Self-Awareness	Demonstrates the ability to self-assess own learning needs to identify professional/educational development areas.
Per6	Physician as Person	Self-Awareness	Demonstrates the ability to utilize appropriate resources to support professional/educational needs.
Per7	Physician as Person	Well-being and Resilience	Identifies and practices wellness-focused behaviors to maintain personal physical/mental health
Per8	Physician as Person	Well-being and Resilience	Targets a career balance which will promote resilience and fulfillment in medicine through activities involving discovery, patient care, service, education, leadership, health policy, and advocacy
Per9	Physician as Person	Well-being and Resilience	Identifies and addresses situations that challenge their well-being and resiliency
Per10	Physician as Person	Well-being and Resilience	Develops mechanisms to cope with the impact of professional and personal challenges
Per11	Physician as Person	Well-being and Resilience	Demonstrates behavior that supports the well-being of colleagues, members of the interprofessional team, and the health of their community
Per12	Physician as Person	Well-being and Resilience	Raises issues to organizational leaders aimed at identifying causes, and recognizing impact of mental health and burnout, and advocates for burnout prevention, and positive mental health programs
Per13	Physician as Person	Relationship and connection to others	Appropriately recognizes when to engage the skills and resources of team members to manage collective workload (this is a teamwork function milestone which may be more appropriate in P as Professional Subcomp 3 but it was written here)
Per14	Physician as Person	Relationship and connection to others	Demonstrates basic group skills including facilitation, assessment of group dynamics, delegation, time management, negotiation, and conflict resolution
Per15	Physician as Person	Relationship and connection to others	Practices an outward orientation where the learner demonstrates an open-mindedness toward others, elicits and acknowledges others' perspectives with idea of working toward common goals
Per16	Physician as Person	Relationship and connection to others	Provides feedback to others using techniques that support ongoing learning and relationship building

Unique ID	Competency	Sub-Competency	Milestone
HSS1	Physician as Healthcare System Navigator	Quality Improvement (QI) and Patient Safety	Can name opportunities for improvement and describes basic QI methodology
HSS2	Physician as Healthcare System Navigator	Quality Improvement (QI) and Patient Safety	Describes safety events and the importance of reporting, investigation, countermeasures, and disclosure
HSS3	Physician as Healthcare System Navigator	Healthcare structures and processes	Explains the roles of different healthcare settings across the spectrum from home to hospitals, including transitions from one to another
HSS4	Physician as Healthcare System Navigator	Healthcare structures and processes	Can describe how healthcare is financed, including government and private payer platforms, the roles of employers and individuals, and models including single payer systems, health maintenance organizations (HMOs), preferred provider organizations (PPOs) and accountable care organizations (ACOs)
HSS5	Physician as Healthcare System Navigator	Healthcare structures and processes	Can describe the government's role in setting and reforming healthcare policy
HSS6	Physician as Healthcare System Navigator	Informatics	Names the strengths and potential vulnerabilities of the electronic health record (EHR)
HSS7	Physician as Healthcare System Navigator	Informatics	Can describe related healthcare informatics applications including in healthcare computerized provider order entry, health information exchange, clinical decision support, and the use of electronically generated data
HSS8	Physician as Healthcare System Navigator	Population health and health equity	Can define these terms (population health and health equity) and the importance of the concepts within the provision of healthcare
HSS9	Physician as Healthcare System Navigator	Value in healthcare	Can describe the concepts of value-based care and high-value care
HSS10	Physician as Healthcare System Navigator	Value in healthcare	Can describe the rationale for and application of evidence-based medicine and practice guidelines
HSS11	Physician as Healthcare System Navigator	Systems thinking and healthcare leadership	Can describe how patients' experience of care and their outcomes is impacted by the network formed between their support network and providers and that they must function within this network.
HSS12	Physician as Healthcare System Navigator	Systems thinking and healthcare leadership	Can name several functions of healthcare leaders as they influence policy, procedures, and culture within systems within a wide variety of settings