



QUILLEN COLLEGE *of* MEDICINE

EAST TENNESSEE STATE UNIVERSITY

General Competency	Institutional Educational Objectives
1. Patient Care: Provide patient-centered care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health	1.1 Perform all medical, diagnostic, and surgical procedures considered essential for the area of practice 1.2 Gather essential and accurate information about patients and their conditions through history-taking, physical examination, and the use of laboratory data, imaging, and other tests 1.3 Organize and prioritize responsibilities to provide care that is safe, effective, and efficient 1.4 Interpret laboratory data, imaging studies, and other tests required for the area of practice 1.5 Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, up-to-date scientific evidence, and clinical judgment 1.6 Develop and participate in implementing patient management plans 1.7 Counsel and educate patients and their families to empower them to participate in their care and enable shared decision-making 1.8 Provide appropriate referral of patients including ensuring continuity of care throughout transitions between providers or settings, and following up on patient progress and outcomes 1.9 Provide health care services to patients, families, and communities aimed at preventing health problems or maintaining health 1.10 Provide appropriate role modeling
2. Knowledge for Practice: Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge to patient care	2.1 Demonstrate an investigatory and analytic approach to clinical situations 2.2 Apply established and emerging bio-physical principles fundamental to health care for patients and populations 2.3 Apply established and emerging principles of clinical sciences to diagnostic and therapeutic decision-making, clinical problem-solving, and other aspects of evidence-based health care 2.4 Apply principles of epidemiological sciences to the identification of health problems, risk factors, treatment

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	strategies, resources, and disease prevention/health promotion efforts for patients and populations
	2.5 Apply principles of social-behavioral sciences to provision of patient care, including assessment of the impact of psychosocial and cultural influences on health, disease, care seeking, care adherence, and barriers to and attitudes toward care
3. Practice-Based Learning and Improvement: Demonstrate the ability to investigate and evaluate ones care of patients, to appraise and assimilate scientific evidence and to continuously improve patient care based on constant self-evaluation and life-long learning	3.1 Identify own strengths, as well as limits, in knowledge, skills, and/or attitudes
	3.2 Set learning and improvement goals
	3.3 Identify personal gaps in knowledge, skills, and/or attitudes
	3.4 Systematically analyze practice using quality improvement methods, and identify changes with the goal of practice improvement
	3.5 Seek and incorporate feedback into daily practice
	3.6 Locate, critically appraise, and assimilate evidence from scientific studies related to patient's health problems
	3.7 Use information technology to optimize learning
	3.8 Participate in the education of patients, families, students, trainees, peers, and other health professionals
	3.9 Obtain and apply information about individual patients, populations of patients, or communities from which patients are drawn to improve care
	3.10 Periodically review, analyze, identify and apply new knowledge, guidelines, standards, technologies, products, or services demonstrated to improve outcomes
4. Interpersonal and Communication Skills: Demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals	4.1 Communicate in an appropriate and effective manner with patients, families, and the public, across a broad range of socioeconomic and cultural backgrounds.
	4.2 Communicate effectively with colleagues within ones profession or specialty, other health professionals, and health related agencies (see also 7.3)
	4.3 Work effectively with others as a member or leader of a health care team or other professional group (see also 7.4)
	4.4 Act in a consultative role to other health professionals

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	<p>4.5 Maintain comprehensive, timely, and legible medical records</p> <p>4.6 Demonstrate sensitivity, honesty, and compassion in difficult conversations, including those about death, end of life, adverse events, bad news, disclosure of errors, and other sensitive topics</p> <p>4.7 Demonstrate insight and understanding about emotions and human responses to emotions that allow one to develop and manage interpersonal interactions</p>
<p>5. Professionalism: Demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles</p>	<p>5.1 Demonstrate compassion, integrity, and respect for others</p> <p>5.2 Demonstrate responsiveness to patient needs that supersedes self-interest</p> <p>5.3 Demonstrate respect for patient privacy and autonomy</p> <p>5.4 Demonstrate accountability to patients, society, and the profession</p> <p>5.5 Demonstrate sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation</p> <p>5.6 Demonstrate a commitment to ethical principles pertaining to provision or withholding of care, confidentiality, informed consent, and business practices, including compliance with relevant laws, policies, and regulations</p>
<p>6. Systems-Based Practice: Demonstrate an awareness of and responsiveness to the larger context and system of health care, as well as the ability to call effectively on other resources in the system to provide optimal health care</p>	<p>6.1 Work effectively in various health care delivery settings and systems to benefit the patient</p> <p>6.2 Coordinate patient care within the health care system</p> <p>6.3 Incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care</p> <p>6.4 Advocate for quality patient care and optimal patient care systems</p> <p>6.5 Participate in identifying system errors and proposing potential systems solutions</p> <p>6.6 Perform administrative and practice management responsibilities commensurate with ones' role, abilities, and qualifications</p>

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<p>7. Interprofessional Collaboration: Demonstrate the ability to engage in an interprofessional team in a manner that optimizes safe, and effective patient- and population-centered care</p>	<p>7.1 Work with other health professionals to establish and maintain a climate of mutual respect, dignity, diversity, ethical integrity, and trust</p>
	<p>7.2 Use the knowledge of ones' own role and the roles of other health professionals to appropriately assess and address the health care needs of the patients and populations served</p>
	<p>7.3 Communicate with other health professionals in a responsive and responsible manner that supports the maintenance of health and the treatment of disease in individual patients and populations (see also 4.2)</p>
	<p>7.4 Participate in interprofessional teams to provide patient- and population-centered care that is safe, timely, efficient, effective, and equitable (see also 4.3)</p>
<p>8. Personal and Professional Development: Demonstrate the qualities required to sustain lifelong personal and professional growth</p>	<p>8.1 Develop the ability to use self-awareness of knowledge, skills, and emotional limitations to engage in appropriate help-seeking behaviors in personal and professional situations</p>
	<p>8.2 Demonstrate healthy coping mechanisms to respond to stress</p>
	<p>8.3 Manage conflict between personal and professional responsibilities</p>
	<p>8.4 Demonstrate flexibility and maturity in adjusting to change with the capacity to alter one's behavior</p>
	<p>8.5 Demonstrate trustworthiness that helps others feel secure when one is responsible for the care of patients</p>
	<p>8.6 Demonstrate leadership skills that enhance team functioning, the learning environment, and/or the health care delivery system</p>
	<p>8.7 Demonstrate appropriate self-confidence that puts patients, families, and members of the health care team at ease</p>
	<p>8.8 Recognize that ambiguity is part of clinical health care and respond by utilizing appropriate resources in dealing with uncertainty</p>