

INTEGRATED COMPETENCIES JUNE 2009

Competency 1: Medical Knowledge: Residents are expected to demonstrate and apply knowledge of accepted standards of clinical medicine in their respective specialty area, remain current with new developments in medicine, and participate in life-long learning activities, including research.

C1 Required Element #1: This resident demonstrated competency in the understanding and application of clinical medicine to patient care.

The Resident:

1. Completed COMLEX Part III and/or an In-Service Examination this year.
2. Demonstrated improved clinical decision-making and problem-solving abilities.
3. Attended seminars, CME programs, Grand Rounds, or Lectures.
4. Participated in a directed readings program and/or journal club
5. Demonstrated OPP Competencies:
 - a. Participated in OMT training at hospital and ambulatory sites.
 - b. Performed critical appraisals of medical literature related to OMT.
 - c. Completed OMT computer educational modules
 - d. Participated in CME programs provided by COMS, the AAO, and the specialty colleges.
 - e. Completed OMT computer teaching modules
 - f. Demonstrated the treatment of people rather than symptoms.
 - g. Demonstrated understanding of somato-visceral relationships and the role of the musculoskeletal system in disease.

C1 Required Element #2: This resident knows and applies the foundations of clinical and behavioral medicine appropriate to his/her discipline.

The Resident:

1. Participated in research activities that allowed the critical evaluation of current medical information and scientific evidence.
2. Developed as a medical educator by giving presentations before peers and faculty, and participated in the instruction of medical students.
3. Was routinely assessed on his/her performance of medical procedures.
4. Participated in programmatic education on Life Long Learning.
5. Participated in lectures & workshops on behavioral psychosocial multi-cultural issues in his/her medical specialty, as appropriate.
6. Demonstrated OPP Competencies:
 - a. Participated in OMT training at hospital and ambulatory sites.
 - b. Was able to perform a critical appraisal of medical literature related to OMT.
 - c. Participated in activities that provided educational programs at the student and intern levels.
 - d. Demonstrated the treatment of people rather than symptoms.

Competency 2: Patient Care: Residents must demonstrate the ability to effectively treat patients, provide medical care that incorporates the osteopathic philosophy, patient empathy, awareness of behavioral issues, the incorporation of preventive medicine, and health promotion

C2 Required Element #1: Gathered accurate, essential information from all sources, including medical interviews, physical examinations, medical records, diagnostic/therapeutic plans, and treatments.

The Resident:

1. Was routinely observed for assessment of his/her performance of medical interviewing techniques.
2. Was routinely observed for assessment of his/her performance of effective patient management plans.
3. Was routinely observed for assessment of his/her performance of requesting and sequencing diagnostic tests and consultative services.
4. Was routinely observed for assessment of his/her performance of his/her caring attitude that is mindful of cultural sensitivities, patient apprehensions, and accuracy of information.
5. Was routinely observed for assessment of his/her performance at bedside rounds
6. Completed OPP Competencies:
 - a. Was observed and credentialed in the performance of OMT through the assessment of his/her diagnostic skills, medical knowledge, and problem-solving abilities.
 - b. Assumed increased responsibility for the incorporation of osteopathic concepts in his/her patient management.
 - c. Demonstrated understanding of somato-visceral relationships and the role of the musculoskeletal system in disease.
 - d. Demonstrated listening skills in interaction with patients.
 - e. Utilized caring, compassionate behavior with patients.
 - f. Demonstrated listening skills in interaction with patients.

C2 Required Element #2: This resident validated competency in the performance of diagnosis, treatment and procedures appropriate to his/her medical specialty.

The Resident:

1. Completed a program for instruction and credentialing to validate their competency in the performance of medical procedures, where appropriate.
2. Understood and gave patient's instructions on potential complications and known risks (informed consent).
3. Participated in beside teaching rounds.
4. Demonstrated OPP Competencies
 - a. Was observed and credentialed in the performance of OMT through the assessment of his/her diagnostic skills, medical knowledge, and problem solving abilities.
 - b. Participated in activities that provided educational programs at the student and intern levels.
 - c. Demonstrated listening skills in interaction with patients.

C2 Required Element #3: This resident provided health care services consistent with osteopathic philosophy, including preventative medicine and health promotion based on current scientific evidence.

The Resident:

1. Demonstrated effective skills in counseling patients & their families on health promotion

& lifestyle activities related to good health maintenance.

2. Demonstrated effective skills in referring patients to non-for-profit & community service organizations that support health promotion & behavioral modification programs.
3. Demonstrated the ability to work with professionals from varied disciplines as a team to provide effective medical care to patients that address their diverse healthcare needs.
4. Participated effectively in bedside teaching rounds
5. Demonstrated OPP Competencies:
 - a. Was able to perform a critical appraisal of medical literature related to OMT.
 - b. Assumed increased responsibility for the incorporation of osteopathic concepts in his/her patient management.
 - c. Utilized caring, compassionate behavior with patients.
 - d. Demonstrated the treatment of people rather than symptoms.
 - e. Demonstrated listening skills in interaction with patients.

Competency 3: Interpersonal and Communication Skills: Residents are expected to demonstrate interpersonal and communication skills that enable them to establish and maintain professional relationships with patients, families, and other members of health care teams.

C3 Required Element #1: This resident demonstrated effectiveness in developing appropriate doctor-patient relationships.

The Resident:

1. Demonstrated effective patient interviewing techniques.
2. Demonstrated ability in assessing the health of non-English-speaking & deaf patients.
3. Demonstrated the ability to involve patients & families in decision-making.
4. Illustrated the use of appropriate verbal & non-verbal skills when communicating with patients, families, & faculty.
5. Demonstrated an understanding of cultural & religious issues & sensitivities in the doctor-patient relationship.
6. Participated in videos, workshops, bedside/clinic/office teaching about interpersonal & communications skills
7. Demonstrated OPP Competencies:
 - a. Demonstrated the treatment of people rather than symptoms.
 - b. Demonstrated knowledge of and behavior in accordance with the Osteopathic Oath and AOA Code of Ethics.
 - c. Demonstrated listening skills in interaction with patients.

C3 Required Element #2: This resident exhibited effective listening, written and oral communication skills in professional interactions with patients, families and other health professionals.

The Resident:

1. Communicated medical problems & patient options at the appropriate level of understanding.
2. Maintained comprehensive, timely, & legible medical records.
3. Demonstrated respectful interactions with health practitioners, patients, & families of patients.
4. Elicited medical information effectively.

5. Demonstrated an understanding of resources available to physicians to assist with appropriate assessment of communication-impaired patients.
6. Worked effectively with others as a member or leader of a healthcare team.
7. Participated in workshops/videos, bedside/clinic/office teaching on effective oral/written communication skills.
8. Demonstrated OPP Competencies:
 - a. Utilized caring, compassionate behavior with patients.
 - b. Demonstrated listening skills in interaction with patients.

Competency 4: Professionalism: Residents are expected to uphold the Osteopathic Oath in the conduct of their professional activities that promote advocacy of patient welfare, adherence to ethical principles, collaboration with health professionals, life-long learning, and sensitivity to a diverse patient population. Residents should be cognizant of their own physical and mental health in order to care effectively for patients.

C4 Required Element #1: This resident demonstrated respect for his/her patients and families and advocated for the primacy of his/her patient's welfare and autonomy.

1. Presented an honest representation of a patient's medical status & the implications of informed consent to medical treatment plans.
2. Maintained patient's confidentiality & demonstrated proper fulfillment of the physician's role in the doctor-patient relationship.
3. Maintained appropriate & non-exploitive relationship with his/her patients.
4. Informed patients accurately of the risks associated with medical research projects, the potential consequences of treatment plans, & the realities of medical errors in medicine.
5. Treated the terminally ill with compassion in the management of pain, palliative care, & preparation for death.
6. Participated in course/program (compliance & end of life), workshops, lectures, bedside, & clinic/office teaching.
7. Participated in mentor/mentee sessions on professionalism, ethics, & cultural diversity
8. Demonstrated OPP Competencies:
 - a. Completed OMT computer educational modules.
 - b. Assumed increased responsibility for the incorporation of osteopathic concepts in his/her patient management.
 - c. Participated in activities that provided educational programs at the student and intern levels.
 - d. Participated in CME programs provided by COMS, the AAO, and the specialty colleges.
 - e. Utilized caring, compassionate behavior with patients.
 - f. Demonstrated knowledge of and behavior in accordance with the Osteopathic Oath and AOA Code of Ethics.

C4 Required Element #2: This resident adhered to ethical principles in the practice of medicine.

The Resident:

1. Had an increased understanding of conflicts of interest inherent in medicine and the appropriate responses to societal, community, and healthcare industry pressures.
2. Used limited medical resources effectively and avoided the utilization of unnecessary tests and procedures.

3. Recognize the inherent vulnerability and trust accorded by patients to physicians and upheld the highest moral principles that avoid exploitation for sexual, financial, or other private gain.
4. Pursued life-long learning goals in medicine, humanism, ethics, and
5. Gained insight into the understanding of patient concerns and the proper relationship with the medical industry.
6. Participated in workshops, lectures, bedside, and clinic/office teaching.
7. Participated in a mentor/mentee program on professionalism.
8. Demonstrated OPP Competencies
 - a. Participated in activities that provided educational programs at the student and intern levels.

C4 Required Element #3: This resident demonstrated awareness and proper attention to issues of culture, religion, age, gender, sexual orientation, and mental and physical disabilities.

The Resident:

1. Become more knowledgeable and more responsive to the special needs and cultural origins of patients.
2. Advocated for continuous quality of care for all patients.
3. Prevented the discrimination of patients based on defined characteristics.
4. Had an increased understanding of the legal obligations of physicians in the care of patients.
5. Attended lectures/workshops on multicultural medicine.
6. Demonstrated competency by modeling it for other residents and house staff.
7. Demonstrated OPP Competencies
 - a. Participated in CME programs provided by COMS, the AAO, and the specialty colleges.
 - b. Utilized caring, compassionate behavior with patients.
 - c. Demonstrated the treatment of people rather than symptoms.
 - d. Demonstrated listening skills in interaction with patients.

Competency 5: Practice-Based Learning and Improvement: Residents must demonstrate the ability to critically evaluate their methods of clinical practice, integrate evidence-based medicine into patient care, show an understanding of research methods, and improve patient care practices.

C5 Required Element #1: This resident treated patients in a manner consistent with the most up-to-date information on diagnostic and therapeutic effectiveness

The Resident:

1. Used reliable and current information in diagnosis and treatment.
2. Understands how to use the medical library and electronically mediated resources to discover pertinent medical information.
3. Demonstrated the ability to extract and apply evidence from scientific studies to patient care.
4. Seeks feedback on his/her presentations and reports.
5. Participated in evidence based medicine Journal Clubs.
6. Demonstrated OPP Competencies:
 - a. Was able to perform a critical appraisal of medical literature related to OMT.
 - b. Was observed and credentialed in the performance of OMT through the assessment of his/her diagnostic skills, medical knowledge, and problem-solving abilities.
 - c. Completed OMT computer educational modules
 - d. Participated in activities that provided educational programs at the student and intern levels.

- e. Participated in CME programs provided by COMS, the AAO, and the specialty colleges.
- f. Completed OMT computer teaching modules
- g. Demonstrated the treatment of people rather than symptoms.
- h. Demonstrated understanding of somato-visceral relationships and the role of the musculoskeletal system in disease.

C5 Required Element #2: This resident performed self-evaluations of clinical practice patterns and practice-based improvement activities using a systematic methodology.

The Resident:

1. Understood and participated in *quality assurance* activities at the hospital and at ambulatory sites.
2. Applied the principles of evidence-based medicine in the diagnosis and treatment of patients.
3. Compared/studied the effectiveness of his/her practice patterns against the results obtained with other population groups in terms of effectiveness and outcomes.
4. Demonstrated OPP Competencies:
 - a. Was able to perform a critical appraisal of medical literature related to OMT.
 - b. Participated in activities that provided educational programs at the student and intern levels.
 - c. Participated in CME programs provided by COMS, the AAO, and the specialty colleges.
 - d. Completed OMT computer teaching modules
 - e. Demonstrated knowledge of and behavior in accordance with the Osteopathic Oath and AOA Code of Ethics.

C5 Required Element #3: This resident understood research methods, medical informatics, and the application of technology as applied to medicine

The Resident:

1. Participated in research activities as required by his/her respective specialty colleges.
2. Demonstrated computer literacy, information retrieval skills, and an understanding of computer technology that applies to patient care & hospital systems.
3. Applied study designs & statistical methods to the appraisal of clinical studies.
4. Participated in Journal Clubs & evidence-based medicine programs.
5. Sought feedback on his/her presentations and reports.
6. Provided effective & thoughtful feedback to others on their presentations & conclusions
7. Demonstrate OPP Competencies:
 - a. Was able to perform a critical appraisal of medical literature related to OMT.
 - b. Completed OMT computer educational modules
 - c. Participated in activities that provided educational programs at the student and intern levels.
 - d. Participated in CME programs provided by COMS, the AAO, and the specialty colleges.

Competency 6: System-Based Practice: Residents are expected to demonstrate an understanding of health care delivery systems, provide effective and qualitative patient care within the system, and practice cost-effective medicine.

C6 Required Element #1: This resident understands national and local health care delivery systems and how they affect patient care and professional practice

The Resident:

1. Attended instruction in matters of health policy and structure.

2. Had an increased understanding of business applications in medical practice.
3. Demonstrated operational knowledge of health care organizations, & state and federal programs.
4. Demonstrated an increased understanding of his/her role as member of the health care team in the hospital, ambulatory clinic & community.
5. Attended guest lectures/seminars with policy makers.
6. Attended hospital utilization review, quality and other administrative & multidisciplinary meetings
7. Demonstrated OPP Competencies:
 - a. Was able to perform a critical appraisal of medical literature related to OMT.
 - b. Participated in activities that provided educational programs at the student and intern levels.
 - c. Participated in CME programs provided by COMS, the AAO, and the specialty colleges.
 - d. Completed OMT computer teaching modules

C6 Required Element #2: This resident advocated for quality health care on behalf of his/her patients and assisted them in their interactions with the complexities of the medical system

1. Had an increased understanding of local medical resources available to patients for treatment and referral.
2. Participated in advocacy activities that enhance the quality of care provided to patients.
3. Practiced clinical decision-making in the context of cost, allocation of resources, and outcomes.
4. Demonstrate OPP Competencies:
 - a. Assumed increased responsibility for the incorporation of osteopathic concepts in his/her patient management.