

Table 6.1-1 | Competencies, Program Objectives, and Outcome Measures

List each general competency expected of graduates, the related medical education program objectives, and the outcome measure(s) specifically used to assess students' attainment of each related education program objective. Add rows as needed.

General Competency	Medical Education Program Objective(s) Linked to the Competency	Outcome (Assessment) Measure(s) for Each Objective
P1. Professionalism: Practice with Integrity and Reliability	P1.1. Demonstrate honesty and integrity in all interactions with patients and their families, colleagues, and others.	Phase 1 – AM03, AM10, AM13, AM17 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10, AM13
	P1.2. Prioritize the interests of one's patients over one's own interests.	Phase 1 – Phase 2 – AM02, AM10, AM13 Phase 3 – AM02, AM10, AM13
	P1.3. Show respect for patient confidentiality and privacy of protected health information.	Phase 1 – AM03, AM10, AM13, AM17 Phase 2 – AM02, AM03, AM10, AM13 Phase 3 – AM02, AM10, AM13
	P1.4. Seek to understand and express respect for people of diverse cultures and belief systems	Phase 1 – AM03, AM10, AM12, AM13, AM17 Phase 2 – AM02, AM10, AM13 Phase 3 – AM02, AM10, AM13
P2. Professionalism: Practice Compassionate Care with a Commitment to Dignity (ethical and person-centered)	P2.1. Exhibit compassion and respect in the treatment of patients while maintaining appropriate boundaries.	Phase 1 – AM03, AM10 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10, AM13
	P2.2. Foster trust and shared decision-making through the exchange of information about recommended treatments.	Phase 1 – AM03, AM10, AM12 Phase 2 – AM02, AM03, AM10, AM13 Phase 3 – AM02, AM10, AM13
	P2.3. Advocate and provide care for patients from diverse cultures, underserved or vulnerable populations.	Phase 1 – AM03, AM10 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10, AM13
	P2.4. Apply major theories and principles of medical ethics to resolve ethical dilemmas in research and practice.	Phase 1 – AM03, AM10, AM12, AM13 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10, AM13
	P2.5. Recognize threats to medical professionalism posed by conflicts of interest inherent in financial and organizational arrangements overseeing the practice of medicine.	Phase 1 – AM03, AM10, AM12, AM13 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10, AM13
PC1. Patient Care: Gathering Information: Assimilate critical information from patient history, past medical records, and physical exam	PC1.1. Complete an accurate and thorough medical history, including topics related to age, gender, genetic background, occupation, environment, sexuality, and socioeconomic status.	Phase 1 – AM03, AM11 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10
	PC1.2. Conduct a comprehensive and skilled physical exam.	Phase 1 – AM03 Phase 2 – AM02, AM03, AM08, AM10 Phase 3 – AM02, AM07, AM10
	PC1.3. Effectively use clinical information systems to retrieve patient-specific information or data.	Phase 1 – AM03 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10
PC2. Patient Care: Diagnostic Processes: Utilize critical synthesis and decision-making skills to continually update a differential diagnosis	PC2.1. Interpret the most relevant clinical, laboratory, imaging, and pathologic manifestations of common diseases and injuries	Phase 1 – AM03, AM11 Phase 2 – AM02, AM03, AM08, AM10 Phase 3 – AM02, AM07, AM10

	PC2.2. Articulate a differential diagnosis that combines scientific principles and sound clinical reasoning.	Phase 1 – AM03, AM11 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM07, AM10
PC3. Patient Care: Developing and Documenting a Diagnostic and Therapeutic Plan: Create appropriate management strategies for patients with common acute and chronic conditions, including medical, surgical, and psychiatric conditions, and those requiring acute- and long-term care.	PC3.1. Formulate a problem list, differential diagnosis, and their relative certainties, work-up and treatment plan, identify and communicate the severity of illness and the relative risks and benefits of treatment options and outcomes.	Phase 1 – AM03, AM11 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10
	PC3.3. Demonstrate the ability to evaluate and manage pain to promote comfort.	Phase 1 – Phase 2 – AM02, AM10, AM13 Phase 3 – AM02, AM10
	PC3.4. Perform competently the basic technical procedures used by physicians in clinical practice.	Phase 1 – AM03 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10
	PC3.5. Record clinical information and formulate orders directing the further care of the patient.	Phase 1 – AM03 Phase 2 – AM01, AM02, AM03, AM10 Phase 3 – AM01, AM02, AM10
	PC3.6. Engage patients and families in shared decision making.	Phase 1 – AM03 Phase 2 – AM02, AM10 Phase 3 – AM02, AM10
MK1. Medical Knowledge: Normal Physiology and Anatomy	MK1.1. Describe the body's normal structure and function for each major organ system and their integration for normal function.	Phase 1 – AM04, AM11, AM19 Phase 2 – AM02, AM08, AM10 Phase 3 – AM02, AM07, AM10
	MK1.2. Identify and explain the molecular, biochemical, and cellular mechanisms important in maintaining homeostasis.	Phase 1 – AM04, AM11, AM19 Phase 2 – AM02, AM08, AM10 Phase 3 – AM02, AM07, AM10
MK2. Medical Knowledge: Pathogenesis and Abnormal Physiology and Anatomy: Apply relevant scientific knowledge of disease mechanisms and the consequences of abnormal physiology and anatomy.	MK2.1 State the developmental, genetic, metabolic, autoimmune, neoplastic, degenerative, psychosocial, and traumatic cause of major categories of disease and injury and the ways in which they present in clinical practice.	Phase 1 – AM04, AM11 Phase 2 – AM02, AM08, AM10 Phase 3 – AM02, AM07, AM10
	MK2.2. Correlate the pathology and pathophysiology of the body's major organ systems to various diseases and conditions.	Phase 1 – AM04, AM11, AM19 Phase 2 – AM02, AM08, AM10 Phase 3 – AM02, AM07, AM10
	MK2.3. Define the principles of pharmacology, therapeutics, and therapeutic decision-making as they relate to the mechanisms of disease.	Phase 1 – AM04, AM11 Phase 2 – AM02, AM08, AM10 Phase 3 – AM02, AM07, AM10
	MK 2.4. Predict the effects of environmental or genetic variations in the structure and function of the body.	Phase 1 – AM04, AM11 Phase 2 – AM02, AM10 Phase 3 – AM02, AM07, AM10
MK3. Medical Knowledge: Biopsychosocial Factors: Demonstrate and apply relevant scientific knowledge of biopsychosocial as well as cultural and historical factors unique to the community and region that alter physiology, affect disease prevention and therapeutic interventions, promote	MK.3.1 Recognize and elicit the important non-biological determinants of poor health, including the psychological and social factors that contribute to the development and/or exacerbation of illnesses.	Phase 1 – AM04, AM11 Phase 2 – AM02, AM10 Phase 3 – AM02, AM07, AM10

and protect health and minimize health disparities.		
	MK3.2. Depict the epidemiology and risk factors of common illnesses within defined populations and the systematic approaches useful in lowering the incidence and frequency of those illnesses, emphasizing application of lifestyle medicine (e.g., diet, exercise).	Phase 1 – AM04, AM11 Phase 2 – AM02, AM10 Phase 3 – AM02, AM07, AM10
	MK3.3. Evaluate the major social determinants of health and identify the disparities at the population, local, national, and global levels.	Phase 1 – AM04, AM11 Phase 2 – AM02, AM10 Phase 3 – AM02, AM07, AM10
	MK3.4. Identify and apply strategies and practices to mitigate illness and enhance wellness in a rural setting, emphasizing application of lifestyle medicine (e.g., diet, exercise) and incorporation of community customs and resources.	Phase 1 – AM04, AM11 Phase 2 – AM02, AM10 Phase 3 – AM02, AM10
	MK3.5. Examine and apply principles of ethical and effective communication, engaging strategies for physician advocacy to reduce health disparities and improve population health.	Phase 1 – AM04, AM11 Phase 2 – AM02, AM10 Phase 3 – AM02, AM10
MK4. Medical Knowledge: Scientific Literacy: Demonstrate scientific literacy, including the ability to gather and evaluate information sources, evidence, and research design	MK4.1. Determine the nature and scope of the information needed and effectively search databases to gather information.	Phase 1 – AM12 Phase 2 – AM02, AM10 Phase 3 – AM02, AM16
	MK4.2. Appraise and use the existing literature in the field of inquiry and its sources in the service of ethical conduct of scientific inquiry.	Phase 1 – AM12 Phase 2 – AM02, AM10 Phase 3 – AM02, AM16
	MK4.3. Develop an evidence-based approach to gathering and applying information.	Phase 1 – AM12 Phase 2 – AM02, AM10 Phase 3 – AM02, AM16
C1. Communication Skills: Patients, Families, and Other Health Care Professionals: Develop effective communication means, both oral and written, with patients, families, and other health professionals.	C1.1. Apply the influence of health literacy in communication across a broad range of cultural, diverse, and socio-economic backgrounds.	Phase 1 – AM03, AM10, AM11, AM12 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10
	C1.2. Identify and develop communication strategies regarding sensitive issues such as sexuality, sexual function, gender identity, domestic violence, substance abuse, socio-economic barriers to health, end-of-life issues, and other topics that affect patient well-being.	Phase 1 – AM03, AM10, AM11, AM12 Phase 2 – AM02, AM03, AM10 Phase 3 – AM02, AM10
	C1.3. Communicate accurately and effectively in the exchange of information orally, in writing, and through electronic health records in the execution of physician responsibilities.	Phase 1 – AM01, AM03, AM10, AM11, AM12 Phase 2 – AM01, AM02, AM03, AM10 Phase 3 – AM02, AM10
PBLI1. Practice-based Learning & Improvement: Continuous Self-Improvement of Knowledge Gaps: Evaluate own medical knowledge and clinical skills, accept limitations, identify goals, and incorporate new	PBLI1.1. Integrate performance feedback to improve gaps in knowledge and skills.	Phase 1 – AM13, AM17 Phase 2 – AM10, AM17 Phase 3 – AM10, AM17

information for continuous, lifelong learning and improvement.		
	PBLI1.2. Generate a plan for growth and improvement based on the appraisal of one's own knowledge and competences.	Phase 1 – AM13, AM17 Phase 2 – AM10, AM17 Phase 3 – AM10, AM17
	PBLI1.3. Commit to lifelong learning, integrating new information to reduce disparities and improve healthcare.	Phase 1 – AM13, AM17 Phase 2 – AM10, AM17 Phase 3 – AM10, AM17
PBLI2. Practice-based Learning & Improvement: Emotional Intelligence: Exhibit emotional intelligence in management of self and others	PBLI2.1. Demonstrate self and social awareness.	Phase 1 – AM12, AM13 Phase 2 – AM10, AM17 Phase 3 – AM10, AM17
	PBLI2.2. Identify and practice healthy coping mechanisms in response to stress.	Phase 1 – AM12, AM17 Phase 2 – AM17 Phase 3 – AM17
	PBLI2.3. Manage tensions between personal and professional responsibilities in the context of work-life balance and to safeguard personal well-being.	Phase 1 – AM12, AM17 Phase 2 – AM17 Phase 3 – AM17
	PBLI2.4. Display trustworthiness and self-control.	Phase 1 – AM10, AM12, AM13 Phase 2 – AM09 Phase 3 – AM09
	PBLI2.5. Express situational and self-awareness and use that experience to guide thinking and behavior in the practice of medicine.	Phase 1 – AM12, AM13 Phase 2 – AM09 Phase 3 – AM09
	PBLI2.6. Integrate new knowledge, skills, values and behaviors with one's own unique identity and core values in the development of a professional identity.	Phase 1 – AM12, AM17 Phase 2 – AM10, AM17 Phase 3 – AM10, AM17
SBP1. Systems-based Practice: Interprofessional Care: Employ team-based interprofessional practice in the delivery of safe, timely, effective, efficient, equitable, person-centered, population-based health care.	SBP1.1. Express respect for the roles of other health care professionals and willingness to collaborate with others in caring for individual patients and in promoting the health of defined populations.	Phase 1 – AM10, AM12, AM13 Phase 2 – AM02, AM10, AM12 Phase 3 – AM02, AM10
	SBP1.2. Practice team-based interprofessional care and maintain a climate of reciprocal respect, dignity, integrity, trust, and inclusiveness among all team members.	Phase 1 – AM10, AM12, AM13 Phase 2 – AM02, AM10, AM12 Phase 3 – AM02, AM10
SBP2. Systems-based Practice: Health Care System Context: Incorporate contextual awareness of the larger health care systems, payors, medical products and pharmaceutical industries and resources into the optimal health care and advocacy for patients.	SBP2.1. Describe the structure, purpose and finance of the healthcare, public health industry, academic and research systems, and the role of physicians within them.	Phase 1 – AM04, AM12 Phase 2 – AM12 Phase 3 –
	SBP2.2. Appraise and apply systematic, population-based approaches useful in reducing the incidence and prevalence of common conditions.	Phase 1 – AM04, AM12 Phase 2 – AM12 Phase 3 – AM16
	SBP2.3. Analyze positive and negative consequences resulting from the involvement of industry in health care delivery, scientific research, and medical product development.	Phase 1 – AM12 Phase 2 – AM12 Phase 3 – AM16

	SBP2.4. Recognize the tension between the obligation to meet the needs of individual patients with a societal obligation to practice evidence-based medicine and resource stewardship that considers cost and access to care.	Phase 1 – AM12 Phase 2 – AM12 Phase 3 –
	SBP2.5. Identify, adopt, and apply techniques/trends in healthcare (i.e. portable bedside ultrasound, telemedicine, etc.) that are applicable/can be adapted to rural and community settings.	Phase 1 – AM12 Phase 2 – AM12 Phase 3 –
SBP3. Systems-based Practice: Patient Safety, Quality Improvement and Value-Based Care: Apply quality improvement principles and common patient safety/quality tools to improve the value and quality of care.	SBP3.1. Recognize errors and hazards in care and employ quality-improvement and basic safety design principles and tools to improve patient safety or patient care.	Phase 1 – AM04, AM10, AM12 Phase 2 – AM12 Phase 3 – AM12, AM16
	SBP3.2. Utilize informatics to solve problems, make decisions, and improve knowledge relevant to the care of individuals and populations.	Phase 1 – AM12 Phase 2 – AM12 Phase 3 – AM12
	SBP3.3. Employ evidence-based practices in concert with patient preferences and values to deliver optimal care	Phase 1 – AM12 Phase 2 – AM12 Phase 3 – AM12
	SBP3.4. Evaluate the validity of information and apply statistical and quantitative understanding to the interpretation of data as related to the prevention, diagnosis, and treatment of disease.	Phase 1 – AM12 Phase 2 – AM12 Phase 3 – AM12, AM16
	SBP3.5. Demonstrate the need for continual measurement of quality of care based on community and patient needs	Phase 1 – AM12 Phase 2 – AM12 Phase 3 – AM12, AM16
	SBP3.6. Realize that quality of care in terms of structure, process, and outcomes determines the overall value of care delivered and the evermore interdependence on the payment landscape and transparency of care delivery.	Phase 1 – AM12 Phase 2 – AM12 Phase 3 – AM12, AM16
L1. Leadership: Leading in the Community	L1.1. Demonstrate commitment to the well-being of the community through active civic participation.	Phase 1 – AM12 Phase 2 – Phase 3 –
	L1.2. Influence positive health habits of individuals and community by example.	Phase 1 – AM12 Phase 2 – Phase 3 –
	L1.3. Realize the value of developing familiarity and understanding regarding individual and community beliefs in contributing to a thriving setting for work and play.	Phase 1 – AM12 Phase 2 – AM12 Phase 3 –
L2. Leadership: Leading in Health Care Systems and Population Health: Progressively increase perspective and experience with local and rural community and population health through technology and service - learning activities, working toward innovative solutions to community, system, and population health challenges.	L2.1. Monitor and evaluate local and regional trends in the delivery of health care, identifying those which hold promise to solve problems and drive improvement.	Phase 1 – Phase 2 – AM12 Phase 3 – AM12, AM16

	L2.2. Forecast opportunities and communicate regional and global trends in the delivery of health care and opportunities with stakeholders and team members.	Phase 1 – Phase 2 – AM12 Phase 3 – AM12
	L2.3. Apply a strategic perspective to problem-solving and decision-making related to community and population health problems/health care system.	Phase 1 – Phase 2 – Phase 3 – AM16
	L2.4. Demonstrate insight into situations, problems and possible solutions when required to support innovation and problem-solving related to community and population health problems/health care system.	Phase 1 – Phase 2 – AM12 Phase 3 – AM12, AM16
	L2.5 Promote a culture of quality and process improvement within the health system.	Phase 1 – AM12 Phase 2 – AM12 Phase 3 – AM12
L3. Leadership: Leading / Participating in Contemporary Health Care Teams: Create, motivate, participate and or lead teams committed to improvement in health care.	L3.1. Create vision and strategy, translate these into team goals and communicate effectively to the team.	Phase 1 – AM10, AM13 Phase 2 – AM10, AM17 Phase 3 – AM10
	L3.2. Build engaged and committed teams; leverage their skills and strengths to drive for improvement in health care.	Phase 1 – AM12, AM13 Phase 2 – AM12 Phase 3 – AM10, AM12
	L3.3. Model flexibility in the context of change, help team members adapt by explaining the rationale for change and acknowledge their concerns about change.	Phase 1 – AM12, AM13 Phase 2 – AM12 Phase 3 – AM10, AM12
	L3.4. Inspire and motivate team members to high levels of change, accountability, and performance.	Phase 1 – AM12, AM13 Phase 2 – AM12 Phase 3 – AM10, AM12
	L3.5. Collaborate with team members to assess processes and outcomes against goals in continuous quality improvement cycles.	Phase 1 – AM12, AM13 Phase 2 – AM12 Phase 3 – AM10, AM12

***MEDBIQUITOUS Assessment Methods Assessment Methods**

AM01: Clinical Documentation Review

AM02: Clinical Performance Rating/Checklist

AM03: Exam – Institutionally Developed, Clinical Performance

AM19: Exam – Institutionally Developed, Laboratory, Practical

AM04: Exam – Institutionally Developed, Written/Computer-based

AM05: Exam – Institutionally Developed, Oral

AM06: Exam – Licensure, Clinical Performance

AM07: Exam – Licensure, Written/Computer-based

AM08: Exam – Nationally Normed/Standardized, Subject

AM09: Multisource Assessment

AM10: Narrative Assessment

AM11: Oral Patient Presentation

AM12: Participation

AM13: Peer Assessment

AM14: Portfolio-Based Assessment

AM16: Research or Project Assessment

AM17: Self-Assessment
AM18: Stimulated Recall