

Geisel School of Medicine Core Competencies

Approved by the Medical Education Committee (MEC): June 17, 2018

Medical Science

This competency focuses on students' understanding the scientific basis of medicine, and applying this understanding to the practice of medicine.

1	Describe the scientific method and illustrate how it informs the discovery and refinement of medical knowledge.
2	Apply core biomedical and social science knowledge to understand and manage human health and disease.
3	Use interdisciplinary basic science knowledge to appraise novel mechanisms of disease, and propose and assess diagnostic strategies, and treatments.
4	Practice self-directed inquiry through framing a discrete question, identifying and synthesizing the relevant literature, and applying the knowledge gained to clinical care, teaching, research, or population health.
5	Integrate medical science knowledge and the skills of critical thinking (observation, evaluation, inference, interpretation, and judgment) into sound clinical reasoning.
6	Recognize, tolerate, and manage uncertainty in medicine.
7	Describe the clinical implications of complexity and variability of human health, disease, and response to intervention.
8	Contribute to scholarship through the discovery or synthesis of medical knowledge and its communication to peers or the larger community.
9	Apply principles of epidemiology to the identification of health problems, risk factors, treatment strategies, resources, and disease prevention/health promotion efforts for patients and populations.



Clinical Care

This competency includes patient- and family-centered principles and components of clinical care.

1	Establish mutually respectful student-patient-family relationships based on trust.
2	Elicit a medical history appropriate to the patient's concerns and clinical context.
3	Perform a physical exam appropriate to the patient's presentation and clinical context.
4	Evaluate the appropriateness of diagnostic tests and studies for a particular condition and clinical context.
5	Identify and interpret the results of frequently ordered laboratory, imaging, and other diagnostic studies.
6	Use clinical reasoning to synthesize relevant key patient findings into a concise and accurate assessment, including differential diagnosis.
7	Formulate a prioritized problem list, and develop and implement a management plan guided by the patient's social context, evidence-based medicine, and critical thinking.
8	Deliver oral presentations appropriate to the patient's presentation and clinical context.
9	Record clinical information that is accurate, organized, well-reasoned, and timely.
10	Demonstrate proficiency in performing select clinical and operative procedures under appropriate supervision.
11	Use information technology effectively and responsibly.
12	Engage patients in shared decision-making, incorporating values and preferences in discussions of management options and their expected benefits and harms.
13	Identify and address the various goals of patient care, including prevention, diagnosis, cure, chronic disease management, palliation, and end-of-life care.
14	Work effectively in various health care settings and systems.
15	Contribute to the coordinated care of the patient, including referral of patients, ensuring continuity of care throughout transitions between providers or settings, and following up on patient progress and outcomes.

16	Organize and prioritize responsibilities to provide care that is safe, effective, and efficient.
17	Accept and demonstrate responsibility in a graded fashion commensurate with one's roles, abilities, and qualifications.

Population Health

This competency includes an understanding of the multiple factors that contribute to population health, including the role of health care delivery systems.

1	Differentiate between and critique measures used to evaluate health and disease at the individual and population level.
2	Assess the impact of social, environmental, behavioral, economic, cultural, and personal factors on the health of individuals, and the incidence and burden of disease in populations.
3	Examine the relationships between the medical system and other societal systems and entities that impact population health.
4	Collaborate with community partners to improve the health and well-being of a community.
5	Explain and exemplify the role of a physician in working to improve the health and safety of a community; promote social justice; and advocate for the public good.

Communication Skills

This competency applies at all levels including patients, families, colleagues, and teams.

1	Build rapport by listening actively, compassionately, and respectfully.
2	Demonstrate empathy for individuals' concerns, and be respectful of others' perspectives and personal, cultural, and religious values.
3	Address challenges to effective communication, including language barriers, cultural differences, health literacy, and authority gradients.
4	Promote positive behavioral change through strategies such as motivational interviewing and cognitive behavioral therapy (CBT).
5	Manage difficult conversations effectively with patients and their families
6	Communicate accurately, succinctly, and in a timely manner with patients, their families, and with other healthcare professionals
7	Translate complex biomedical concepts and advances into useful information to educate patients, families, peers, and others.

Personal, Professional, and Leadership Development

This competency focuses on taking responsibility for self-improvement and well-being.

1	Demonstrate critical and accurate self-assessment, reflection, and effective learning strategies to engage in lifelong learning and improve one's performance.
2	Demonstrate resilience skills by taking responsibility for one's own physical, emotional, mental, and social health and well-being, accessing appropriate assistance as needed.
3	Elicit, learn from, and offer constructive feedback.
4	Engage in active discussion and debate, taking advantage of different perspectives to advance knowledge and understanding, and improve decision-making.
5	Design, implement, and sustain a personal, professional, and leadership development plan aligned with one's values and sense of purpose, with appropriate mentorship.
6	Identify and demonstrate the qualities, knowledge, skills, and attitudes to lead effectively at the level of one's self, team, organization, and community.
7	Be a positive role model to fellow students in academic, clinical, research and/or service-learning contexts.

Evaluation and Improvement in Medicine

This competency relates to the evaluation and improvement of individual and population health, medical education, and research.

1	Assess the balance between risk and benefit for any health care intervention and incorporate that balance into decision-making for individual patients and populations.
2	Use individual, clinic, hospital, and community resources to provide safe, high quality, high value care.
3	Analyze the structure, processes, and outcomes of a health care system and learn how the delivery of high quality and reliable care can be improved.
4	Explain the context – financial, political, legal, historical, and cultural – in which medicine is practiced.
5	Compare and contrast the health care delivered in different regions and countries, and analyze the causes and consequences of the observed variation.

Professionalism

This competency includes ethical behavior, and personal and professional integrity.

1	Place the patient's interests first.
2	Behave respectfully, responsibly, and ethically towards patients, families, colleagues, members of the healthcare team, and the community.
3	Demonstrate the ability to recognize and respond appropriately to commonly occurring ethical, legal, and statutory issues in clinical care.
4	Respect and honor confidentiality.
5	Recognize and address health care disparities which result from gender, race, religion, socioeconomic status, disability, sexual orientation, or ability to pay.
6	Demonstrate awareness and manage the influence of one's personal values and biases.
7	Demonstrate accountability for all professional responsibilities and commitments, and take responsibility for one's words and actions.
8	Recognize and help resolve ethical conflicts created by competing values.

Collaboration and Teamwork

This competency emphasizes that medicine is a collaborative and collegial, interprofessional, team-based discipline involving leadership, and sharing and delegation of responsibility.

1	Foster a climate of collaboration, mutual respect, integrity, trust, and tolerance to facilitate optimal team performance.
2	Demonstrate the ability to effectively share and/or allocate responsibilities among team members.
3	Recognize and capitalize on different roles and strengths of team members to develop and address shared goals.
4	Develop organizational, time management, and communication skills to serve efficiently and productively in different roles on a team.
5	Manage conflict constructively.

The authority to approve the Geisel School of Medicine's competency framework lies with the Medical Education Committee.

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