

Curriculum Goals & Objectives

Mercy Hospital – Fort Smith

Family Medicine Residency Program



Program Goals.....	3
Inpatient Medicine	4
Emergency Medicine.....	13
Women’s Health.....	20
Outpatient Pediatrics	25
Surgery	32
Cardiology.....	37
Orthopedics.....	42
Dermatology	47
Radiology	53
Geriatric	57
Pulmonology	62
Psychiatry/Behavioral Health	67
ICU	71
Sports Medicine.....	75
OB/Labor & Delivery	79
Hospice/Palliative Care	85
Pediatric Inpatient	89
Pediatric Emergency Room	94
Newborn Nursery	98
Continuity Clinic	102
Urology	110
Health Systems Management.....	114

Mercy – Fort Smith Family Medicine Residency Program

Program Goals

- Achieve excellence in recruitment by prioritizing a selection of diverse individuals with outstanding communication skills, empathy, and an evidence-based mindset.
- Provide a rotational framework to ensure a high level of competency in all areas of Family Medicine, but still allow for an individualized educational plan for each resident.
- Assure diverse clinical experience in the outpatient and inpatient settings, where resident learning is a priority and faculty are supported and equipped to help residents' growth toward becoming an independent practitioner.
- Deliver an innovative curriculum with emphasis on active, simulated and experiential learning environments that position the program to exceed the national average for the certifying exam.
- Develop a culture within medical education that promotes and expands upon the research mission of the institution.
- Utilize well-being consults and coaching to ensure that resident physicians are able to recognize the benefits of proactive psychological support to optimize physician performance and to best serve patients.
- Cultivate an environment within the residency program that fosters respect and kindness towards others and offers support and encouragement in all situations.
- In collaboration with the Arkansas College of Osteopathic Medicine's affiliated partners, deliver a robust longitudinal experiential quality improvement and patient safety curriculum ensuring that residents are exposed to institutional quality and safety practices so that they may be future leaders in this space.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
Inpatient Medicine

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common inpatient medical problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the hospitalized patient

Objectives:

- The resident will gain knowledge of common inpatient medicine problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the inpatient setting. Assess and manage acute and chronic diseases and disorders commonly encountered in the inpatient setting, through an understanding of epidemiology and pathophysiology.

Objectives:

PGY-1

- Acquire accurate and relevant history from the patient and in an efficiently customized, prioritized and hypothesis driven fashion
- Seek and obtain appropriate, verified, and prioritized data from secondary sources (e.g. family, records, pharmacy)
- Perform an accurate physical examination that is appropriately targeted to the patient's complaints and medical conditions. Identify pertinent abnormalities using common maneuvers
- Accurately track important changes in the physical examination over time in the inpatient setting.
- Synthesize all available data, including interview, physical examination, and preliminary laboratory data, to define each patient's central clinical problem
- Develop prioritized differential diagnoses, evidence-based diagnostic and therapeutic plan for common inpatient conditions
- Formulate a comprehensive problem list for each patient.
- Make appropriate clinical decisions based upon the results of common diagnostic testing, including but not limited to routine blood chemistries, hematologic studies, coagulation tests, arterial blood gases, electrocardiograms, chest radiographs, pulmonary function tests, and urinalysis.
- Recognize situations with a need for urgent or emergent medical care including life threatening conditions
- Recognize when to seek additional guidance
- With supervision, manage patients with common clinical disorders seen in the practice of inpatient medicine.

PGY-2

- Obtain relevant historical subtleties that inform and prioritize both differential diagnoses and diagnostic plans, including sensitive, complicated and detailed information that may not often be volunteered by the patient.
- Demonstrate and teach how to elicit important physical findings for junior members of the healthcare team.
- Modify problem formulation, differential diagnosis, and care plan based upon the evolution of clinical data over time.
- Make appropriate clinical decisions based upon the results of more advanced diagnostic tests.
- Provide appropriate care for health maintenance and disease prevention
- With supervision, manage patients with common clinical disorders seen in the practice of inpatient general medicine

- With minimal supervision, manage patients with complex clinical disorders seen in the practice of inpatient general medicine.
- Provide specific, responsive consultation to other services.

PGY-3

- Role model gathering subtle and reliable information from the patient for junior members of the healthcare team.
- Routinely identify subtle or unusual physical findings that may influence clinical decision making, using advanced maneuvers where applicable.
- Recognize disease presentations that deviate from common patterns and that require complex decision making.
- Appropriately perform procedures as recommended by AAFP guidelines, and provide post-procedure management.
- Consider the costs, risks, and benefits when recommending diagnostic tests.
- Initiate management and stabilize patients with emergent medical conditions
- Manage patients with conditions that require intensive care
- Independently manage patients with a broad spectrum of clinical disorders seen in the practice of general inpatient medicine, including gender-specific diseases
- Coordinate the care of patients with complex and rare medical conditions
- Customize care in the context of the patient's preferences and overall health.
- Provide inpatient medicine consultations for patients with more complex clinical problems requiring detailed risk assessment.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

PGY-1

- Understand the relevant pathophysiology and basic science for common medical conditions
- Demonstrate sufficient knowledge to diagnose and treat common conditions that require hospitalization.
- Understand indications for the basic interpretation of common diagnostic testing, including but not limited to routine blood chemistries, hematologic studies, coagulation tests, arterial blood gases, ECG, chest radiographs, pulmonary function tests, urinalysis and other body fluids.

- Gain an understanding of the sources of medical information, research, and evidence based guidelines and effective utilization of this information into practice.
- Develop knowledge of patient directed information and education to enhance the patient's understanding and management of their condition.

PGY-2

- Demonstrate sufficient knowledge to evaluate common conditions requiring hospitalization
- Demonstrate sufficient knowledge to diagnose and treat undifferentiated and emergent conditions
- Demonstrate sufficient knowledge to provide health maintenance and preventive care
- Demonstrate sufficient knowledge to identify and treat common medical conditions that require higher acuity of inpatient care.
- Understand indications for and have basic skills in interpreting more advanced diagnostic tests
- Understand prior probability and test performance characteristics.

PGY-3

- Demonstrate sufficient knowledge to evaluate and coordinate the care of complex medical conditions and multiple coexistent conditions.
- Demonstrate sufficient knowledge of socio-behavioral sciences including but not limited to health care economics, medical ethics, and medical education.
- Accurately identify the following patterns on an EKG:
 - Myocardial infarction
 - Arrhythmias, including supraventricular tachycardias, atrial fibrillation and flutter, heart blocks, ventricular tachycardia, and ventricular fibrillation
- Diagnose the following conditions on x-ray and/or CT:
 - Pneumonia
 - Heart failure
 - Chronic obstructive pulmonary disease
 - Vertebral fractures
 - Ileus
 - Intestinal obstruction
- Interpret an ABG
- Interpret a PFT

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

PGY-1

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Understand the patient's expectations, goals, and opinions of their health, lifestyle, beliefs, and chronic conditions.
- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

PGY-2

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

PGY-3

- Role-model effective communication skills in challenging situations.
- Actively seek to understand patient differences and views and reflects this in respectful communication and shared decision-making with the patient and the healthcare team.
- Communicate consultative recommendations to the referring team in an effective manner

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

PGY-1

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.
- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Ensure completion of results review, medical documentation and address of communications within the expected time frames.
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may impact care of the patient.

PGY-2

- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

PGY-3

- Uphold ethical expectations of research and scholarly activity.

- Provide leadership for a team that respects patient dignity and autonomy.
- Maintain ethical relationships with industry
- Recognize and manage subtler conflicts of interest.
- Effectively advocate for individual patient needs.
- Serve as a professional role model for more junior colleagues (e.g., medical students, interns).
- Recognize and manage conflict when patient values differ from their own.
- Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering
- Advocate for appropriate allocation of limited health care resources.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

PGY-1

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

PGY-2

- Classify and precisely articulate clinical questions.
- Develop a system to tract, pursue, and reflect on clinical questions.
- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources

- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

PGY-3

- Engage in quality improvement intervention
- Appraise the quality of medical information resources and select among them based on the characteristics of the clinical question
- Customize clinical evidence for an individual patient
- Communicate risks and benefits of alternatives to patients
- Integrate clinical evidence, clinical context, and patient preferences into decision making
- Calibrate self-assessment with feedback and other external data
- Reflect (in action) when surprised, applies new insights to future clinical scenarios, and reflect (on action) back on the process.
- Take a leadership role in the education of all members of the health care team.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

PGY-1

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient care
- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters.

PGY-2

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.

- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

PGY-3

- Negotiate patient-centered care among multiple care providers
- Demonstrate how to manage the team by utilizing the skills and coordinating the activities of interprofessional team members
- Understand mechanisms for analysis and correction of system errors
- Demonstrate ability to understand and engage in a system level quality improvement intervention
- Partner with other healthcare professionals to identify, propose improvement opportunities within the system.
- Identify the role of various health care stakeholders including providers, suppliers, financiers, purchasers and consumers and their varied impact on the cost of the access to health care
- Understand coding and reimbursement principles
- Demonstrate the incorporation of cost-awareness principles into complex clinical scenarios

Goals and Objectives
Mercy - Fort Smith Family Medicine Residency Program
PGY-1 & PGY-2 Emergency Medicine

The family physician is the most broadly trained specialist in the health care profession. There is considerable overlap in the patient populations served by the family physician and the emergency physician, with a natural overlap in the competencies, knowledge, skills, and attitudes necessary to succeed in each setting. This rotation seeks to identify the unique and critical elements that might not be adequately addressed in other curricular areas (e.g., medicine, pediatrics, surgery, obstetrics, orthopedics, ophthalmology).

Prompt assessment, intervention, and disposition are critical elements of the emergency medicine experience and are frequently performed in the face of multiple simultaneous patient encounters. The resident will need to become comfortable leading and participating as a member of a health care team that treats patients in urgent and emergent situations, as well as learning the appropriate use of consultants in patient care.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common emergent medical problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the emergent patient

Objectives:

- The resident will gain knowledge of common emergent medicine problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the emergency department setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be

assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health to the emergent patient.

Objectives:

PGY-1

- Demonstrate an ability to rapidly gather and assess information pertinent to the care of patients in an urgent and emergent situation, and develop treatment plans appropriate to the stabilization and disposition of these patients
- Recognize and provide life-saving treatments for immediately life-threatening conditions common to emergency medicine settings (e.g. airway obstruction or tension pneumothorax)
- Identify the indication and perform procedures as appropriate for the stabilization of the patient in an urgent and emergent care setting
- Use a professional and caring manner and sensitivity to cultural and ethnic diversity to appropriately inform and educate the patient and family, and to elicit their participation in medical decision making

PGY-2

- Role model gathering subtle and reliable information from the patient for junior members of the healthcare team.
- Routinely identify subtle or unusual physical findings that may influence clinical decision making, using advanced maneuvers where applicable.
- Recognize disease presentations that deviate from common patterns and that require complex decision making.
- Appropriately perform procedures as recommended by AAFP guidelines, and provide post-procedure management.
- Initiate management and stabilize patients with emergent medical conditions
- Manage patients with conditions that require intensive care
- Independently manage patients with a broad spectrum of clinical disorders seen in the practice of general emergent medicine, including gender-specific diseases
- Coordinate the care of patients with complex and rare medical conditions
- Customize care in the context of the patient's preferences and overall health.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge of patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as a part of life-long learning.

Objectives:

PGY-1

- Acquire the requisite skills in appropriate utilization of the resources available in the urgent and emergent care setting, including laboratory, radiology, ancillary services, and consultations with specialists (including transfer to a higher level of care)
- Demonstrate an ability to learn from experience, perform self-analysis of practice patterns, and participate in peer review of practice patterns
- Special attention should be focused on airway management, laceration repair including local and digital blocks, conscious sedation, vascular access, lumbar puncture, control of epistaxis, paracentesis, thoracentesis, arthrocentesis, fracture management, and dislocation management.
- Resident will complete ACLS and PALS during orientation.

PGY-2

- Demonstrate sufficient knowledge to evaluate and coordinate the care of complex medical conditions and multiple coexistent conditions.
- Demonstrate sufficient knowledge to evaluate common conditions requiring hospitalization
- Demonstrate sufficient knowledge to diagnose and treat undifferentiated and emergent conditions
- Demonstrate sufficient knowledge to provide health maintenance and preventive care
- Demonstrate sufficient knowledge to identify and treat common medical conditions that require higher acuity of inpatient care.
- Accurately identify the following patterns on an EKG:
 - Myocardial infarction
 - Arrhythmias, including supraventricular tachycardias, atrial fibrillation and flutter, heart blocks, ventricular tachycardia, and ventricular fibrillation
- Diagnose the following conditions on x-ray and/or CT:
 - Pneumonia
 - Heart failure
 - Chronic obstructive pulmonary disease
 - Vertebral fractures
 - Ileus
 - Intestinal obstruction
- Interpret an ABG

- Interpret a PFT

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

PGY-1

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

PGY-2

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

PGY-1

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.
- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Ensure completion of results review, medical documentation and address of communications within the expected time frames.
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may impact care of the patient.

PGY-2

- Recognize, respond to and report impairment of colleagues or substandard care

- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

PGY-1

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

PGY-2

- Classify and precisely articulate clinical questions.
- Develop a system to tract, pursue, and reflect on clinical questions.
- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources
- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

Systems-based Practice

Goals: To 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 to patients.

Objectives:

PGY-1

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient care
- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters.

PGY-2

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.
- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

Goals and Objectives
Mercy - Fort Smith Family Medicine Residency Program
PGY-1 Women's Health (Gynecology)

Women's health care addresses the unique, multidisciplinary aspects of issues affecting women. In providing a wide range of medical services, the family physician can provide preventive and wellness care, diagnose general medical illnesses and disease processes unique to women, and care for women and their families. The goal of these guidelines is to familiarize the family medicine resident with attitudes, knowledge, and skills that are important for the care of women and their families. Family physicians must be trained to care for women throughout the life cycle and must appreciate challenges such as adolescence, sexuality, family planning, balance of family life and career, and aging within the female patient's culture. Health promotion—including screening, counseling, and vaccination—is a foundation of family medicine. For the majority of their reproductive lives, most women try to prevent pregnancy, so we highlight this aspect of care. The psychological and physiologic changes of menarche, contraception, pregnancy, lactation, and menopause impact women in many aspects of their lives, requiring clinical skills on the family physician's part to provide education, diagnostic testing, treatment, and appropriate referral that is safe and effective. Women are living to an advanced age more frequently than their male counterparts, therefore cognitive, affective, and functional assessments, as well as end-of-life discussions, are important aspects of care.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic gynecological conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common gynecological issues.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the patient.

Objectives:

- The resident will gain knowledge of common inpatient and outpatient gynecological issues through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient and outpatient settings.

- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the inpatient and outpatient settings. Assess and manage acute and chronic diseases and disorders commonly encountered in the gynecology patient, through an understanding of epidemiology and pathophysiology.

Objectives:

- Perform appropriate preventive services, including screening tests, vaccinations, and wellness counseling based on the patient's age and risk factors
- Perform routine gynecologic procedures, including, but not limited to, pap smear, endometrial biopsy, collection and interpretation of vaginal and cervical samples, and placement of long-acting reversible contraception (LARC)
- Offer patient-centered comprehensive contraceptive counseling and options, including long-acting reversible contraception (LARC)
- Consult with obstetrician-gynecologists (OB-GYNs), other physician specialists, and allied health care professionals to provide optimal health services for women
- Communicate respectfully and effectively with women of all ages to act as a patient advocate and coordinator of care for female patients across the continuum of outpatient, inpatient, and assisted care

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge of patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as a part of life-long learning.

Objectives:

- Diagnose and develop treatment plans for common conditions affecting female patients at different stages throughout the reproductive lifespan
- Understand the risks and appropriately counsel patients about non-gynecologic medical problems that may manifest differently or more frequently in women, including heart disease, stroke, osteoporosis, anxiety/depression, and intimate partner violence
- Understand birth control options – (ie. OCP's, LARC, sterilization)

- Cervical Cancer screening guidelines
- Knowledge of common office based gynecology procedures – (ie. colposcopy, pap smear, long-acting reversible contraception, endometrial biopsy, cervical polyp management)

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Understand the patient’s expectations, goals, and opinions of their health, lifestyle, beliefs, and chronic conditions.
- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and adherence to ethical principles in the care of patients in all patient encounters.

Objectives

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.

- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.
- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Ensure completion of results review, medical documentation and address of communications within the expected time frames.
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
 - Recognize that disparities exist in health care among populations and that they may impact care of the patient.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.

- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

Systems-based Practice

Goals: To 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 to patients.

Objectives:

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient care
- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-1 & PGY-2 Outpatient Pediatrics

Family physicians must develop knowledge, skills, and attitudes appropriate to manage medical, physical, social, and emotional problems in patients of all ages, including infants and children. Family physicians have a unique opportunity to communicate with and treat all members of the family and to appreciate the influence that family members and siblings have on an individual infant or child. It is the responsibility of the family physician to monitor the development of each child so that the child can reach his or her full potential. The family physician is also responsible for improving the health of children and families in the community in a proactive, scholarly, and responsive manner.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic pediatric conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common medical problems of the child.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the patient.

Objectives:

- The resident will gain knowledge of common outpatient pediatric problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the outpatient setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the outpatient setting. Assess and manage acute and chronic diseases and disorders commonly encountered in the outpatient setting, through an understanding of epidemiology and pathophysiology.

Objectives:

PGY-1

- Demonstrate the ability to assess for appropriate development by taking an age-appropriate history and performing a physical examination, including newborn examination.
- Perform health promotion (well-child care) visits at recommended ages based on nationally recognized periodicity schedules (e.g., Bright Futures)
- Synthesize an appropriate diagnosis and treatment plan for common pediatric conditions in both the outpatient and inpatient settings
- Demonstrate the ability to communicate effectively with the patient, as well as the patient's family and caregivers, to ensure the development and clear understanding of an appropriate, acceptable evidence-based diagnosis and treatment plan
- Recognize his or her own practice limitations and seek consultation with other health care professionals and resources when necessary to provide optimal patient care
- Demonstrate the ability to communicate effectively and coordinate care of children who have chronic conditions (including mental health) with families and community resources

PGY-2

- Obtain relevant historical subtleties that inform and prioritize both differential diagnoses and diagnostic plans, including sensitive, complicated and detailed information that may not often be volunteered by the patient or their family.
- Demonstrate and teach how to elicit important physical findings for junior members of the healthcare team.
- Modify problem formulation, differential diagnosis, and care plan based upon the evolution of clinical data over time.
- Make appropriate clinical decisions based upon the results of more advanced diagnostic tests.
- Provide appropriate care for health maintenance and disease prevention
- With supervision, manage patients with common clinical disorders seen in the practice of

outpatient pediatrics.

- With supervision, manage patients with complex clinical disorders seen in the practice of outpatient pediatrics.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

PGY-1

- In the appropriate setting, the resident should demonstrate the ability to apply knowledge of: perinatal and neonatal conditions, well newborn and well-child care, psychological disorders affecting pediatric populations, social and ethical issues in pediatrics, chronic disease management in pediatrics, acute care issues in pediatrics, and common procedures in pediatrics.
- The resident will complete PALS and NRP certifications.

PGY-2

- Demonstrate sufficient knowledge to evaluate common conditions encountered in outpatient pediatrics.
- Demonstrate sufficient knowledge to diagnose and treat undifferentiated and emergent conditions
- Demonstrate sufficient knowledge to provide health maintenance and preventive care
- Demonstrate sufficient knowledge to identify and treat common medical conditions that require higher acuity of care.
- Understand indications for and have basic skills in interpreting more advanced diagnostic tests
- Understand prior probability and test performance characteristics.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

PGY-1

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Understand the patient's expectations, goals, and opinions of their health, lifestyle, beliefs, and chronic conditions.

- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

PGY-2

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

PGY-1

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.

- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Ensure completion of results review, medical documentation and address of communications within the expected time frames.
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may impact care of the patient.

PGY-2

- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

PGY-1

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

PGY-2

- Classify and precisely articulate clinical questions.
- Develop a system to tract, pursue, and reflect on clinical questions.
- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources
- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

Systems-based Practice**Goals:**

To 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 to patients.

Objectives:

PGY-1

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient

care

- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters.

PGY-2

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.
- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

Goals and Objectives
Mercy - Fort Smith Family Medicine Residency Program
PGY-1 Surgery

Care of the surgical patient is an important part of the education and practice of family physicians. Some family physicians assist during major surgical procedures. Many others are called upon by their surgical specialist colleagues to evaluate patients for surgery, make preoperative and perioperative recommendations for care, and assist in the postoperative medical management of patients. Family physicians are often asked to help their patients understand their appropriateness for surgery and the risks and benefits of surgical procedures. Some patients may turn to their family physician to help them understand the exact nature of a surgical procedure. Importantly, family physicians need to know how to appropriately refer patients for surgery, particularly in emergent or life-threatening situations.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic surgical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common inpatient and outpatient surgical problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the patient.

Objectives:

- The resident will gain knowledge of common inpatient and outpatient surgical problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient and outpatient settings.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of surgical problems and the promotion of health in the inpatient and outpatient settings. Assess and manage acute and chronic surgical issues commonly encountered in the inpatient setting, through an understanding of epidemiology and pathophysiology.

Objectives:

- Coordinate ambulatory, inpatient, and institutional care across health care providers, institutions, and agencies
- Demonstrate the ability to communicate effectively with the patient, as well as with the patient's family and caregivers, to ensure that the diagnosis and treatment plan are clearly understood
- Demonstrate the ability to communicate effectively with the surgeon supervisor/consultant about the patient's symptoms, physical findings, test results, and proposed plan of care
- Recognize his or her practice limitations and seek consultation with other health care professionals when necessary to provide optimal care

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge of patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as a part of life-long learning.

Objectives:

- Assess a surgical problem and develop an appropriate surgical treatment plan, including recognition of surgical emergencies.
- Demonstrate knowledge and skill appropriate to act as first assist, including wound closure techniques.
- Ability to recognize surgical abdomen/need for emergent consult
- Competence in basic suture techniques.
- Appropriate post-operative care including pain management, electrolyte management, appropriate use of blood products, and fluid management.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Understand the patient's expectations, goals, and opinions of their health, lifestyle, beliefs, and chronic conditions.
- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and adherence to ethical principles in the care of patients in all patient encounters on the surgery rotation.

Objectives

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering

- Provide support (physical, psychological, social and spiritual) for dying patients and their families.
- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Ensure completion of results review, medical documentation and address of communications within the expected time frames.
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may impact care of the patient.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research

- papers.
- Determine if clinical evidence can be generalized to an individual patient.
 - Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
 - Actively seek feedback from all members of the health care team.
 - Actively participate in teaching conferences.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient care
- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-1 Cardiology

Cardiovascular disease is a major cause of morbidity and mortality in our society. The family physician should be proficient in the diagnosis and management of a variety of cardiovascular disorders. Family physicians provide comprehensive and continuing care to individuals and families, with particular attention to behavioral and lifestyle factors, and social determinants of health. At times, the family physician may find it appropriate to seek consultation from a cardiologist to either manage or co-manage a patient for optimal care. In other situations, the family physician may need to provide the totality of care to the patient, including cardiovascular care.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common medical problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the cardiac patient.

Objectives:

- The resident will gain knowledge of common cardiac medical problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient and outpatient setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the inpatient and outpatient setting. Assess and manage acute and chronic diseases and disorders commonly encountered in cardiac patients, through an understanding of epidemiology and pathophysiology.

Objectives:

- Demonstrate compassionate, culturally sensitive, and appropriate care for patients to prevent and treat cardiovascular disease.
- Residents will demonstrate the ability to take a pertinent cardiovascular history and perform a focused physical exam.
- Recognize limits in clinical experience and know when/how to seek assistance.
- Recognize deterioration in clinical condition and take appropriate action (diagnostic and/or therapeutic).
- Demonstrate knowledge of and be able to counsel patients and/or families regarding the indications and contraindications for common cardiovascular procedures including cardiac catheterization and thrombolytic therapy.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Residents will demonstrate the ability to take a pertinent cardiovascular history and perform a focused physical exam.
- Diagnosis and manage common cardiovascular diseases (coronary heart disease, congestive heart failure, cardiac arrhythmias, syncope, hypertension, hyperlipidemia and peripheral vascular disease)
- Differentiate between stable and unstable symptoms.
- Recognize and implement aggressive CV preventative medicine, including different screening methods. Recognize cardiac risk factors and implement appropriate preventative medicine strategies.
- Recognize deterioration in clinical condition and take appropriate action (diagnostic and/or therapeutic).

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Understand the patient's expectations, goals, and opinions of their health, lifestyle, beliefs, and chronic conditions.
- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.

- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical, administrative, and curricular tasks
- Ensure completion of results review, medical documentation, and address of communications within the expected time frames.
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may impact care of the patient.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care

team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates

- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient care
- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-1 Orthopedics

The approach to diseases and disorders of the musculoskeletal system requires specific attitudes, knowledge, and skills. Residency education is designed to provide experiences in a variety of settings that will give residents expertise in the diagnosis, prevention, treatment, and rehabilitation of musculoskeletal diseases. These experiences should include patients of all ages and conditions of congenital, traumatic, and degenerative causes.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common orthopedic conditions.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.

Objectives:

- The resident will gain knowledge of common inpatient and outpatient problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient and outpatient settings.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the inpatient and outpatient settings. Assess and manage acute and chronic diseases and disorders commonly encountered in the inpatient and outpatient settings, through an understanding of epidemiology and pathophysiology.

Objectives:

- Perform an appropriate musculoskeletal history and physical examination; formulate an appropriate differential diagnosis; and recommend treatment, including requisite subspecialty referrals
- Communicate effectively regarding musculoskeletal health care with a wide range of individuals, including patients, their families, coaches, school administrators, and employers

Medical Knowledge**Goals:**

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Perform an appropriate musculoskeletal history and physical examination; formulate an appropriate differential diagnosis; and recommend treatment, including requisite subspecialty referrals
- Understand how exercise impacts disease states such as obesity, diabetes, and hypertension and formulate an appropriate individualized exercise prescription
- Understanding of basic fracture management.
- Understand indications and contraindications for common musculoskeletal procedures (e.g., joint injections, joint aspiration, casting, etc.)

Interpersonal and Communication Skills**Goals:**

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Understand the patient's expectations, goals, and opinions of their health, lifestyle, beliefs, and chronic conditions.
- Utilize patient-centered education strategies

- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.
- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Ensure completion of results review, medical documentation and address of

communications within the expected time frames.

- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may impact care of the patient.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient care
- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters.

Goals and Objectives
Mercy - Fort Smith Family Medicine Residency Program
PGY-1 Dermatology

Family physicians are on the front line of managing skin conditions. Skin conditions remain among the top 20 leading reasons for office visits to family physicians. With skin complaints, pattern recognition is extremely important. Family physicians must develop keen observational skills and consistently use appropriate terminology to characterize skin lesions. A family physician must have knowledge of differential diagnoses associated with various lesion types and must know where to access appropriate, reliable information in a timely manner using textbooks or online resources. Family physicians are experts at treating patients holistically and are well suited to detecting systemic disease that may have dermatologic manifestations. Early diagnostic biopsy and definitive surgical or medical treatment are well within the scope of a family physician's skills. Family physicians must be proficient on a systems level at providing timely, cost-effective, and cosmetically excellent skin surgery. Patients should be given realistic expectations on wound healing, cosmetic results, and possible complications. Timely referral is key in challenging cases that require specialized treatment modalities more commonly performed by a dermatologist. Family physicians play a key role in promoting behaviors to prevent skin cancers and other skin diseases while ensuring the future health of the skin, the body's largest organ.

Overall Goals and Objectives:

Goals:

- Familiarize residents with the basic mechanisms, clinical manifestations, diagnostic strategies and management of acute and chronic skin conditions.
- Identify and characterize physical findings typical of common skin disorders as well as findings that precede or reflect systemic illness, such as metabolic, neoplastic, and connective tissue disorders.
- Gain competence in managing a variety of dermatology situations and gain competence in utilizing the consultant process in skin disorders.

Objectives:

- Identify and characterize physical findings typical of common skin disorders as well as findings that precede or reflect systemic illness, such as metabolic, neoplastic, and connective tissue disorders.
- Residents become skilled in the skin exam, develop skills in educating patients regarding sun exposure and other-skin-related issues, and learn appropriate indications for dermatology referral.
- Discuss overall situation, plan of care and prognosis of patients who are being evaluated for skin disorders and lesions.

Patient Care

PGY- 1

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health to the dermatology patient.

Objectives:

- Perform an adequate history and physical examination of the adult and pediatric patient with a skin disorder
- Develop a rational plan of care for these patients including diagnostic testing, initiation and alteration of medications, and specialty consultation.
- Maintain adequate, compassionate communication between the patient and medical staff.
- Establish a reasonable and safe method of outpatient follow-up of patients
- Develop skills in the following procedures commonly performed:
 - Skin Punch Biopsy
 - Skin Lesion removal
 - Foreign Body Removal
 - Laceration Repair
 - I&D Abscess
 - Regional Anesthesia
 - Procedural Sedation
 - Wound Debridement
- Develop skills that allow for up to date, compassionate care of the adult and pediatric patient with a skin disorder while integrating evidence-based medicine, local standards of care, nationally defined quality care markers and specialty recommendations upon consultation.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge of patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as a part of life-long learning.

Objectives:

- Evaluate, diagnose, and manage patients with the following dermatologic conditions including but not limited to:
 - Major and Minor Burns
 - Lacerations

- Papulosquamous skin disorders such as psoriasis, pityriasis, miliaria, superficial fungal infection and granuloma annulare
- Vesicobullous skin disorders such as impetigo, herpes simplex, herpes zoster and varicella
- Eczema and atopic dermatitis
- Macular eruptions
- Urticarial eruptions
- Bites and stings
- Pyodermas
- Acne vulgaris
- Rosacea
- Pigmented Lesions such as tinea versicolor and vitiligo
- Benign neoplasm such as verruca, molluscum, milia, skin tags (acrochordons), corns and calluses and seborrheic keratosis
- Premalignant lesions such as actinic keratosis, keratocanthoma, melanoma in-situ
- Malignant lesions such as basal cell, squamous cell, malignant melanoma
- Cutaneous manifestations of systemic disease
- Hair problems such as alopecia, telogen effluvium, pseudofolliculitis and trichotillomania
- Nail problems and in-depth knowledge of the normal anatomy and physiology of the skin

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.

- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and adherence to ethical principles in the care of patients in all patient encounters on the dermatology rotation.

Objectives

- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.
- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients with dignity, civility and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may

impact care of the patient

Practice-based Learning and Improvement

Goals:

Residents must demonstrate the ability to investigate and evaluate their care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

Systems-based Practice

Goals: To 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 to a panel of dermatology patients.

Objectives:

- Understand the unique roles and services provided by local healthcare delivery systems.
- Work as an effective member of an interdisciplinary team.
- Use evidence-based cost-conscious strategies in the care of the patients.
- Understanding when to ask for help and advice from supervising physicians.
- Learning by participation of teaching conferences, and other educational activities.
- Effective collaboration with other members of the health care team.
- Consideration of the cost-effectiveness of diagnostic and treatment strategies.
- Identify when an individual patient needs more specialized resources to meet their

needs; demonstrate knowledge if these resources are available and where to find them; and utilize information technology to help find additional resources for patients.

- Demonstrate understanding of the role of various ancillary modalities of patient care that are available including wound care, nutritional education, and home health.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-1 Radiology

The purpose of this rotation is for the resident to become familiar with interpretation and utilization of common radiological procedures and findings. Family medicine physicians are frequently the first person to view radiographs in their own clinical practice. It is imperative that the Family Physician is well versed in reading common x-rays to develop high quality healthcare to their patients.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common inpatient and outpatient medical problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the patient.

Objectives:

- The resident will gain knowledge of common inpatient and outpatient medical problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient and outpatient settings.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health. Assess and manage acute and chronic diseases and disorders commonly encountered in radiology, through an understanding of epidemiology and

pathophysiology.

Objectives:

- To understand the indications and contraindications of radiological tests.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- To become familiar with the radiological tests available and basic interpretation of these exams.
- To learn the proper utilization of imaging modalities in diagnosis and intervention.
- To understand the utilization of appropriate radiological tests based on indication, cost effectiveness and risks vs. benefits.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Understand the patient's expectations, goals, and opinions of their health, lifestyle, beliefs, and chronic conditions.
- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations

- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.
- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Ensure completion of results review, medical documentation and address of communications within the expected time frames.
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may impact care of the patient.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient care
- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters.

Goals and Objectives
Mercy – Fort Smith Family Medicine Residency Program
PGY-1 Geriatric

Overall Goals and Objectives:

Goals: Quality care of geriatric patients requires a knowledge base and skillset which are acquired throughout residency training. The following goals refer to both residency and rotation geriatrics experience:

- To expose residents to a varied population of older adults in settings ranging from outpatient to skilled nursing and rehabilitation centers.
- To acquire skills needed to care for older patients in a variety of settings.
- To develop a working knowledge of issues involved in caring for the elderly frail population.

Objectives:

- The resident will gain knowledge of common geriatric problems through one-on-one discussions and precepting with the attending physician and by independent reading.
- The residents are expected to manage and coordinate care and care transitions across multiple delivery systems, including ambulatory, subacute, acute, rehabilitation and skilled nursing.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced Based Learning and Systems Based Practice). These are done as a group evaluation by the continuity attendings so that progress and incorporation of feedback over the course of the year can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the ambulatory, subacute, acute, rehabilitation and skilled nursing setting. Assess and manage diseases and disorders commonly encountered in the outpatient setting, through an understanding of epidemiology and pathophysiology of geriatric diseases.

Objectives:

- Give oral and written presentation to attending physicians in an organized, concise and accurate manner, including differential diagnosis and management plan.

- Demonstrate principle of patient autonomy, confidentiality, and informed consent.
- Develop and demonstrate the ability to work in an efficient, organized manner in assessing and triaging patients according to urgency.
- Use laboratory tests appropriately in delivering patient care.
- Providing comprehensive geriatric healthcare in the skilled nursing facility and ambulatory clinic, including developing skills in assessing patient safety and level of function in the home.
- Learn techniques to incorporate both family commitment and community services in helping to maintain the autonomy of the elderly patient.
- Improve skills of medication prescribing for the elderly, recognizing, and avoiding polypharmacy, avoiding side effects, and controlling costs.
- To complete comprehensive evaluations of new patients, formulate a differential diagnosis, and develop a plan of care with a focus on preserving and improving functional status.
- Work with the patient, caregiver, and utilize the interdisciplinary team appropriately for elderly patients.
- To appropriately demonstrate use of other clinicians into the assessment phase of care.
- Coordinate comprehensive care for geriatric patients who reside in a long-term care facility.
- Evaluate and treat disorders common to the elderly population including incontinence, dementia, delirium, depression, gait disorders, falls, osteoporosis, pressure sores, medication induced illness, and terminal care.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as a part of life-long learning.

Objectives:

- To identify physiologic changes associated with aging versus those associated with disease.
- Discuss and evaluation and management of the following common geriatric syndromes and diseases commonly associated with aging including but not limited to the following:
 - Elder abuse
 - Alcoholism
 - Depression
 - Dementia
 - Drug-induced illnesses

- Common geriatric GI disorders
- Acute confusion
- Sepsis
- Gait disorders and Parkinsonism
- Malnutrition
- Incontinence
- Atrial fibrillation
- Skin disorders, including cancer
- Terminal diseases and end-of-life care
- Pneumonia
- Hypotension
- Pressure sores
- Degenerative joint disease
- Urinary tract infections
- Sensory loss
- Falls: Risk assessment and prevention
- To know and understand the contributions of geriatricians, physician extenders, nurses, psychologists, psychiatrists, social workers, rehab therapists, and pharmacists in non-acute setting.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives

- Develop interpersonal skills that facilitate collaboration with patients, their families, and other health professionals.
- Reliably and accurately communicate the patient's and his/her family's views and concerns to the attending.
- Demonstrate organized and articulate electronic and verbal communication skills that build rapport with patients and families, convey information to other health care professionals, and provide timely documentation in the chart.
- Effectively communicate with attending physicians and other healthcare team members in coordinating comprehensive care.
- Effectively communicate medical decisions and recommendations to colleagues and patients.
- Discuss and demonstrate strategies to discuss sensitive subjects with patients.
- Demonstrate effective, compassionate and empathetic communication with patients and families while considering psychosocial, economic and cultural issues of care.
- The resident will observe and be observed, taught and evaluated in the performance of obtaining patient histories, documenting histories, writing prescriptions and orders,

educating patients and families about treatment plans and prognosis, teaching medical support staff and physicians.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters on the geriatric rotation.

Objectives:

- Demonstrate the ability to counsel patients and families both on diagnostic and treatment decisions and on withdrawal of care.
- Model ethical behavior by reporting back to the attending and referring providers any key clinical findings.
- Demonstrate integrity
- Respond to phone calls and pages promptly
- Use time efficiently in the clinic to see patients and document information.
- Present oneself professionally in regard to dress, punctuality and interactions with patients, families and all medical care providers
- Demonstrate compassion, integrity and respect for others
- Demonstrate respect for privacy
- Apply the principles of medical ethics to decision making.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Construct focused clinical questions.
- Develop skills in evaluating new studies in published literature, through journal club and independent study
- Effectively search evidence-based summary medical information resources and bring it to patient care.
- Demonstrate ability to receive, respond appropriately to, and incorporate feedback into one's daily practice.

- Act as an organizational problem solver for patients.
- Understand and explain whether current practice is in line with available literature and suggest changes in practice that will improve patient care.
- Appraise and assimilate scientific evidence to guide improvement in patient care.
- Incorporate formative evaluation and feedback into daily practice.
- Use information technology to optimize learning.
- Perform a quality improvement project to evaluate a particular problem related to geriatrics, implement a strategy for improvement, and re-evaluate to assess for improved outcomes (e.g. blood pressure management, immunization, etc.) and patient care.
- Implementation of evidence-based medicine in the decision-making process.

Systems-based Practice

Goals:

To 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 to a panel of geriatric patients.

Objectives:

- Demonstrate an awareness of alternative therapies and their costs, risks, and benefits.
- Identify quality issues in primary care, such as recent recommendations regarding diagnostic testing within the context of providing high quality, high value care for patients.
- Determine cost-effectiveness of alternative proposed interventions.
- Demonstrate awareness of the impact of diagnostic and therapeutic recommendations on the health care system, cost of the procedure, insurance coverage, and resources utilized.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Recognize system issues that increase the risk for error including barriers to optimal patient care.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-2 Pulmonology

Overall Goals and Objectives:

Goals:

- The Pulmonology rotation will provide the resident with an opportunity to evaluate and manage patients with life-threatening conditions, often affecting multiple organ systems
- Familiarize residents with basic mechanisms of disease, clinical manifestations, and evidence-based guidelines for care.
- Depth of exposure should be such that residents can develop competence in the maintenance of pulmonary health, identification of both common and rare diseases, indications for procedures, interpretation of commonly ordered tests, management of acute flares of disease, and appropriate indications for referral

Objectives:

- The Pulmonary Medicine rotation will provide the resident with an opportunity to manage a number of common pulmonary symptoms and diseases, be exposed to more rare pulmonary conditions, and identify pulmonary manifestations of systemic disease.
- This rotation involves some inpatient consultation as well as an emphasis on the diagnosis, evaluation, and management of chronic disease.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced Based Learning and Systems Based Practice). These are done by the Pulmonology attending so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health.

Objectives:

PGY-2

- All residents must be able to provide compassionate, culturally sensitive, and appropriate care for patients to prevent and treat pulmonary disease.
- Residents will demonstrate the ability to take a pertinent history and perform a focused physical exam.

- R2s should be able to differentiate between stable and unstable patients and elicit the following historical details:
 - risk factors that predispose patients to particular infections, such as occupational or environmental exposures, recent contacts, pets, travel, vaccination history, and tobacco and alcohol use
 - sleep symptoms
 - history of respiratory symptoms and vocal changes
 - medication use
- Residents should be able to characterize the following physical findings:
 - R2s: abnormal lung sounds, thoracic cage abnormalities, prolonged expiration and pursed lip breathing, accessory muscle use and paradoxical respiration, lymphadenopathy
- Residents will understand the indications, contraindications, complications, limitations, and interpretation of following procedures, and become competent in their safe and effective use:
 - R2s: thoracentesis, peak flow meter, bedside spirometry and pulmonary function testing

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as a part of life-long learning.

Objectives:

PGY-2

- Develop an understanding of the basic pathophysiology and approach to evaluation and treatment of the following presenting conditions commonly associated with pulmonary disease:
 - Chest pain
 - Cough
 - Dyspnea
 - Fever with pulmonary symptoms
 - Hemoptysis
 - History of positive PPD or Tuberculosis exposure
 - Hoarseness
 - Pleural effusion
 - Pulmonary nodule
 - Pulmonary preoperative evaluation
 - Snoring or excessive daytime somnolence
 - Stridor
 - Wheezing

- Develop an understanding of the pathophysiology, clinical presentation, and therapy for the following pulmonary diseases:
 - Asthma
 - Atelectasis
 - Bronchitis
 - COPD
 - Cor pulmonale
 - HIV-related lung disease
 - Lung cancer
 - Pneumonia – aspiration, community-acquired, hospital-associated
 - Pneumothorax
 - Pulmonary contusion/rib fracture
 - Pulmonary embolism and infarction
 - Sleep apnea and obesity hypoventilation syndrome
 - Tuberculosis
- Understand the indications for ordering and the interpretation of the following laboratory values and procedures:
 - Analysis of pleural fluids
 - Arterial blood gas
 - Chest imaging with radiograph, CT, CT angiography, MRI, and ultrasound
 - Methacholine challenge
 - NT-pro-BNP
 - Overnight oximetry
 - Polysomnography
 - PPD/Quantiferon
 - Procalcitonin
 - Pulmonary angiography
 - Sputum gram stain, culture, and cytology
 - Sweat chloride test
 - Tagged WBC scan and gallium scan
 - Urine Legionella antigen
 - Ventilation Perfusion Scan
- Residents should be able to counsel patients appropriately on the following issues pertinent to maintaining pulmonary health:
 - Immunizations
 - Need for oxygen therapy
 - Pulmonary rehabilitation
 - Smoking cessation
 - Isolation with infectious pulmonary disease. Residents should become familiar with diagnoses requiring Public Health notification.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives

PGY-2

- Document appropriate notes for initial and follow-up outpatient visits
- Apply empathy in all patient encounters
- Demonstrate effective skills of listening and speaking with patients, families and other members of the health care team.
- Present patient information concisely and clearly, verbally and in writing.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives

PGY-2

- Develop skills that encourage ongoing personal and professional growth.
- Demonstrate an understanding of and responsiveness to patient differences related to gender, age, culture, religion, sexual preference, socioeconomic status, beliefs, behaviors, and disabilities.
- Be prompt and prepared for all clinical duties.
- Demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles including compassion, integrity and respect for others, and respect for patient privacy and autonomy.
- Respect patients and their families, staff and colleagues.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

PGY-2

- All residents should be able to access current national guidelines (e.g. www.goldcopd.com for COPD) to apply evidence-based strategies to patient care.

- Demonstrate ability to identify strengths and weaknesses in knowledge base and recognize personal limitations and errors.
- Effectively utilize medical databases to identify original research articles.
- Identify basic types of studies and statistical analysis in the medical literature with assistance.
- Attend, participate and contribute to journal clubs and conferences on a regular basis.
- Analyze and appraise available literature in the context of the care of patients in the outpatient setting and compare this to current practice.

Systems-based Practice

Goals:

To 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.

Objectives:

PGY-2

- Function effectively as a member of an interdisciplinary health care team
- Understand services available for patients outside of direct office-based care
- Begin to understand risk benefit analysis of diagnostic and treatment decisions and how it affects quality of care.
- Understand the limitations and resources of the health care system and impacts on patient management decisions

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-2 Psychiatry/Behavioral Health

Family physicians incorporate knowledge of human behavior, mental health, and mental disorders into their everyday practice of medicine. The relationship between the patient and the patient's family is considered basic to an understanding of human behavior and mental health throughout the curriculum. The family medicine resident should have sensitivity to and knowledge of the mind-body connection that comes into play in every aspect of wellness, illness, and family and individual stress, as well as how the mind-body connection may influence a patient's presentation at any given time. Additionally, residents should learn to recognize the effect of their medical practice on their own wellness so that they can develop coping and self-care strategies in order to commit not only to their patients' lifelong health and well-being, but also to their own. Family physicians must be able to recognize interrelationships among biologic, psychologic, and social factors in all patients. It is important that the ethical dimensions of patient care be considered among these interrelationships.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic psychiatric conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common psychiatric medical problems.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the patient.

Objectives:

- The resident will gain knowledge of common psychiatric problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the outpatient setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be

assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the psychiatric patient. Assess and manage acute and chronic diseases and disorders commonly encountered in the psychiatric patient, through an understanding of epidemiology and pathophysiology.

Objectives:

- Elicit information pertaining to cultural values and beliefs, family systems, and relevant social history to best understand what drives patient behavior
- Master a variety of motivational interviewing techniques to enhance the physician patient relationship and motivate the patient to change behavior
- Demonstrate the ability to effectively interview and evaluate patients for mental health disorders using appropriate screening techniques and skills to enhance the physician patient relationship
- Screen for prior trauma in a sensitive and effective manner, and be able to intervene effectively and professionally in emergent psychiatric, domestic violence, child abuse, and disaster situations
- Perform a mental status examination

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Understand normal and abnormal psychosocial growth and development across the life span and be able to apply this knowledge to the care of the individual patient
- Have sensitivity to and knowledge of the emotional aspects of illness
- Recognize the stages and impact of stress in the typical/atypical family life cycle
- Understand the impact of mental health disorders on the family unit
- Be able to recognize, initiate treatment for, and utilize appropriate referrals for common mental health disorders to optimize patient care
- Assess patient risk for abuse, neglect, and family and community violence

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Classify and precisely articulate clinical questions.
- Develop a system to tract, pursue, and reflect on clinical questions.

- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources
- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.
- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-2 ICU

Family physicians are the most broadly trained specialists in the health care profession. Therefore, critical care continues to be part of the training and responsibilities of the family physician. There is a need for family physicians to provide care to critically ill adults, especially in rural areas and in smaller hospitals. Clinical experience in critical care is essential for all residents. Family physicians caring for hospitalized adult patients require skills and knowledge in ascertaining signs, symptoms, and laboratory abnormalities of the critically ill. They must become masterful in recognition and diagnosis, and competent in the initial resuscitation and management of such cases. They must also acquire the ability to coordinate the chronological flow of care in the hospital (i.e., from admission to discharge) and take into consideration the psychosocial issues applicable to each individual patient and his or her caregivers.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions in the intensive care setting.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common critical medical problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the critical patient

Objectives:

- The resident will gain knowledge of common critical medicine problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the critical care setting. Assess and manage acute and chronic diseases and disorders commonly encountered in the critical care setting, through an understanding of epidemiology and pathophysiology.

Objectives:

- Demonstrate the ability to communicate in multiple modalities with patients, families, other health care providers, and administrators. Effective communication is central to the role of the family physician to promote efficient, safe, and high-quality care.
- Recognize self-limitations with regard to practice and seek consultation with other health care providers to provide optimal care. Assess medical information to support self-directed learning.
- Demonstrate compassion, empathy, and sensitivity to hospitalized patients and appreciate that informed adults with decision-making capacity may refuse recommended medical treatment

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Be able to perform standardized comprehensive critical care assessments and develop acute treatment plans
- Be able to optimize treatment plans using a systematic approach to medical decision making and patient care, combining scientific evidence and clinical judgment with patient values and preferences. Knowledge should be evidence based and derived from nationally recognized resources.
- Perform the basic elements of the advanced cardiac life support (ACLS) protocol and procedures
- Perform invasive procedures as needed, including: Arterial blood gas, Central venous access, intubation, etc.
- Perform ventilator management.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Classify and precisely articulate clinical questions.
- Develop a system to tract, pursue, and reflect on clinical questions.

- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources
- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.
- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-2 Sports Medicine

The approach to diseases and disorders of the musculoskeletal system requires specific attitudes, knowledge, and skills. Residency education is designed to provide experiences in a variety of settings that will give residents expertise in the diagnosis, prevention, treatment, and rehabilitation of musculoskeletal diseases. These experiences should include patients of all ages and conditions of congenital, traumatic, and degenerative causes.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common sports medicine conditions.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the patient.

Objectives:

- The resident will gain knowledge of common sports medicine problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the outpatient setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the outpatient setting. Assess and manage acute and chronic diseases and disorders commonly encountered in the inpatient setting, through an

understanding of epidemiology and pathophysiology.

Objectives:

- Perform an evidence-based, age-appropriate, and activity-specific preparticipation physical examination
- Demonstrate the provision of care to athletes involved in athletic competition and events within the context of team-based care, including event risk assessment and support, collaborative work with trainers and other health care professionals, and post-event follow-up
- Understand that sports medicine involves caring for the whole athlete, including medical and psychological conditions in addition to their musculoskeletal conditions

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Perform an evidence-based, age-appropriate, and activity-specific preparticipation physical examination
- Stabilization of sports injuries.
- Return to play guidelines
- Concussion management.
- Common fracture management

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Classify and precisely articulate clinical questions.
- Develop a system to tract, pursue, and reflect on clinical questions.
- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources
- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.
- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-2 & PGY-3 Obstetrics/Labor & Delivery

While the scope of practice for family physicians continues to evolve, competency in providing high-quality, evidence-based, consistent care to women throughout their lifetimes, including during pregnancy, continues to be an important objective of residency training. Family physicians generally offer a unique model of prenatal and intrapartum/postpartum care in which physicians attend the majority of their own patients' deliveries, and both the woman and her baby often continue to see their family physician for ongoing women's health, medical, and well-child care. This unique experience continues to be essential in residency training, but it must be underpinned by achievement of competency in appropriate history taking and physical examination skills, knowledge of the physiologic and psychosocial aspects of caring for women, and certain specific, hands-on procedural skills. Even those family physicians who do not choose to include maternity care in their scope of practice should be comfortable with and competent in the care of medical issues in women during pregnancy and lactation, as well as the management of contraception and preconception counseling. This is particularly relevant to the preconception care family physicians can choose to provide for healthy women and for women with chronic medical conditions.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common inpatient medical problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.

Objectives:

- The resident will gain knowledge of common inpatient and outpatient problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient and outpatient settings.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning

and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the inpatient and outpatient settings. Assess and manage acute and chronic diseases and disorders commonly encountered in the inpatient and outpatient settings, through an understanding of epidemiology and pathophysiology.

Objectives:

PGY-2

- Communicate effectively with female patients of all ages, demonstrating active listening skills, a respectful approach to issues that may be sensitive for women, and collaborative care planning with the patient
- Perform comprehensive physical examinations of female anatomy, with appropriate screening tests for pregnant women, and be able to perform obstetrical procedures
- Act as patient advocate and coordinator of care for female patients across the continuum of outpatient, inpatient, and institutional care
- Optimization of health prior to conception
- Quality prenatal care and counseling.

PGY-3

- Role model gathering subtle and reliable information from the patient for junior members of the healthcare team.
- Routinely identify subtle or unusual physical findings that may influence clinical decision making, using advanced maneuvers where applicable.
- Recognize disease presentations that deviate from common patterns and that require complex decision making.
- Appropriately perform procedures as recommended by AAFP guidelines and provide post-procedure management.
- Consider the costs, risks, and benefits when recommending diagnostic tests.
- Initiate management and stabilize obstetrical patients with emergent medical conditions
- Manage patients with conditions that require intensive care
- Coordinate the care of patients with complex and rare medical conditions
- Customize care in the context of the patient's preferences and overall health.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

PGY-2

- Perform comprehensive physical examinations of female anatomy, with appropriate screening tests for pregnant women, and be able to perform obstetrical procedures
- Develop and implement treatment plans for common pregnancy complications (prenatal, intrapartum, and postpartum) and utilize community resources when indicated
- Demonstrate effective primary care counseling skills for psychosocial, behavioral, and reproductive issues in women, as well as comprehensive wellness counseling based on the patient's age and risk factors
- Consult and communicate appropriately with obstetrician-gynecologists (OB-GYNs), maternal-fetal medicine specialists, and allied health care professionals to provide optimum health services for women
- Trimester specific complications.
- Induction of labor
- Management of labor, including complications.
- Operative vaginal deliveries.
- Indications, complications, and performance of LTCS.
- Postpartum care.
- Resident will complete ALSO course.

PGY-3

- Demonstrate sufficient knowledge to evaluate and coordinate the care of complex medical conditions and multiple coexistent conditions.
- Demonstrate sufficient knowledge of socio-behavioral sciences including but not limited to health care economics, medical ethics, and medical education.
- The resident should demonstrate the ability to independently perform the following skills (when this is not available or appropriate, the resident should have exposure to the opportunity to practice these skills): fetal monitoring, NST and CST, limited obstetric US, management of labor, induction of labor, AROM, placement of IUPC, placement of fetal scalp electrodes, amnioinfusion, spontaneous cephalic delivery, laceration repair, vacuum-assisted delivery, episiotomy and repair, breech delivery, management of malpresentation, shoulder dystocia, post-partum hemorrhage, neonatal resuscitation, and Cesarean delivery

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

PGY-2

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

PGY-3

- Role-model effective communication skills in challenging situations.
- Actively seek to understand patient differences and views and reflects this in respectful communication and shared decision-making with the patient and the healthcare team.
- Communicate consultative recommendations to the referring team in an effective manner

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

PGY-2

- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

PGY-3

- Uphold ethical expectations of research and scholarly activity.
- Provide leadership for a team that respects patient dignity and autonomy.
- Maintain ethical relationships with industry
- Recognize and manage subtler conflicts of interest.
- Effectively advocate for individual patient needs.

- Serve as a professional role model for more junior colleagues (e.g., medical students, interns).
- Recognize and manage conflict when patient values differ from their own.
- Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering
- Advocate for appropriate allocation of limited health care resources.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

PGY-2

- Classify and precisely articulate clinical questions.
- Develop a system to tract, pursue, and reflect on clinical questions.
- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources
- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

PGY-3

- Engage in quality improvement intervention
- Appraise the quality of medical information resources and select among them based on the characteristics of the clinical question
- Customize clinical evidence for an individual patient
- Communicate risks and benefits of alternatives to patients
- Integrate clinical evidence, clinical context, and patient preferences into decision making
- Calibrate self-assessment with feedback and other external data
- Reflect (in action) when surprised, applies new insights to future clinical scenarios, and reflect (on action) back on the process.
- Take a leadership role in the education of all members of the health care team.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

PGY-2

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.
- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

PGY-3

- Negotiate patient-centered care among multiple care providers
- Demonstrate how to manage the team by utilizing the skills and coordinating the activities of interprofessional team members
- Understand mechanisms for analysis and correction of system errors
- Demonstrate ability to understand and engage in a system level quality improvement intervention
- Partner with other healthcare professionals to identify, propose improvement opportunities within the system.
- Identify the role of various health care stakeholders including providers, suppliers, financiers, purchasers and consumers and their varied impact on the cost of the access to health care
- Understand coding and reimbursement principles
- Demonstrate the incorporation of cost-awareness principles into complex clinical scenarios

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-2 Hospice/Palliative Care

Caring for dying patients is inseparable from our efforts as physicians to improve our patients' lives. As patients live longer with chronic debilitating diseases as a result of technological advances, and the aging population continues to grow, it is vital to improve and refine our teaching of palliative and end-of-life care. One of medicine's most important missions is to allow terminally ill patients to die with as much dignity, comfort, and control as possible. Recognizing that palliative medicine is focused on relieving and improving quality of life in patients for whom a cure is not possible, there is still an enormous amount of care and support that can and should be provided for patients and their families. Many of the tenets embodied in family medicine are very important in the care of the dying. A holistic approach to the patient's physical and psychosocial well-being, a focus on the family, continuity of care, and an emphasis on quality of life are four important principles that make the family physician uniquely suited to care for the terminally ill.

The end of life is one of the most critical times in the physician-patient relationship. Palliative medicine may be combined with other treatments or modalities with a therapeutic goal, or it may be the complete focus, as in hospice care. A family physician providing and coordinating hospice or other team care for a dying patient can ease physical symptoms and provide social, emotional, and spiritual support. This care and support can set the stage for very meaningful experiences.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common end of life medical problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the terminal patient

Objectives:

- The resident will gain knowledge of common end of life medical problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.

- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care at the end of life. Assess and manage acute and chronic diseases and disorders commonly encountered in the end of life setting, through an understanding of epidemiology and pathophysiology.

Objectives:

- Perform an accurate physical assessment with attention to common findings of the terminally ill patient.
- Facilitate a family meeting using appropriate wording and questioning and understand the impact of this process on the patient and family.
- Identify the primary decision maker when the patient is unable to communicate and/or make medical decisions and be aware of the ethical and legal issues that may limit or be the basis of a terminally ill patient's preferences and choices.
- Facilitate patient autonomy, access to information, and choice, and be able to provide palliative care throughout the continuum of illness while addressing physical, emotional, social, and spiritual needs.
- Counsel family and others effectively throughout the bereavement process.
- Assist families in providing self-care and seeking support when patients die.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Identify and manage a plan of care for a terminally ill patient that is based upon a comprehensive interdisciplinary assessment of the patient and family's expressed values, goals, and needs, and be able to effectively communicate the plan to the patient and family
- Recognize that quality of life is defined by the patient and not by the physician

- Recognize the signs and symptoms of the imminently dying patient, and anticipate the patient's needs
- Management of non-pain syndromes and symptoms.
- Demonstrate systematic recognition, assessment, and management of pain syndromes utilizing evidence-based medicine. This should include both pharmacologic (opiate and non-opiate) and non-pharmacologic treatments, as well as possible side effects.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of

practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Classify and precisely articulate clinical questions.
- Develop a system to tract, pursue, and reflect on clinical questions.
- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources
- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.
- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-2 Pediatric Inpatient Rotation

Overall Goals and Objectives:

Goals:

- Evaluate and manage a variety of common pediatric conditions encountered in the inpatient setting.
- Provide residents with the skills and expertise expected of family physician with active practices involving the care of inpatient pediatric patients.

Objectives:

- The resident will gain knowledge of common pediatric problems through one-on-one discussions and precepting with the attending physician and by independent reading.
- The residents are expected to manage and coordinate care and care transitions across multiple delivery systems, including ambulatory, acute, and discharge planning.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced Based Learning and Systems Based Practice). These are done as a group evaluation by the continuity attendings so that progress and incorporation of feedback over the course of the year can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the acute inpatient setting. Assess and manage diseases and disorders commonly encountered in the inpatient setting and understanding of epidemiology and pathophysiology of pediatric patients.

Objectives:

- Perform history and physical examination of the newborn, pediatric, and adolescent patient.
- The evaluation and treatment of common problems for which children are admitted to the hospital including each of the following diagnoses:
 - Fever with no known source, bronchiolitis, asthma, pneumonia, hypoxia, urinary tract, infection, gastroenteritis, dehydration, sepsis/meningitis, failure to thrive

- Performance of procedures to include catheterization, vascular access, and lumbar puncture.
- The coordination of comprehensive care for hospitalized patients.
- Recognition of the role of the family and other psychosocial factors in the care of hospitalized patients.
- Develop an understanding of what consultative services are useful to a hospitalized patient.
- Understand the multidisciplinary services that are useful to hospitalized patients.
- The arrangement of discharge and follow-up care for patients who have been hospitalized.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as a part of life-long learning.

Objectives:

- Develop a thorough understanding of the following medical and social behavior problems encountered during the neonatal, pediatric, and adolescent periods including:
 - Fluid and electrolyte management
 - Growth and development disorders
 - Common allergic and immune diseases.
 - Common communicable diseases-viral and bacterial
 - Management of the febrile neonate
 - Health promotion including immunizations
 - Management of respiratory illnesses and conditions including asthma
 - Indications and methods of oxygen administration
 - Recognition of endocrine abnormalities
 - Management of febrile seizures
 - Recognition of common neurological illnesses
 - Recognition, management, and consultation, if needed for common gastrointestinal abnormalities and illnesses-including viral gastroenteritis, feeding difficulties of the newborn, pyloric stenosis, and chronic constipation.
 - Management of neonatal jaundice
 - Recognition of common neonatal and pediatric skin conditions
 - Recognition and appropriate consultation for behavioral and psychiatric abnormalities, including suspected abuse.
- Gain adequate knowledge of common pediatric illnesses, normal neonatal growth, abnormal pediatric growth and development and social difficulties in childhood.
- Recognize and appropriately seek specialty consultation
- Recognize and appropriately seek social services consultation.

- Applies critical thinking skills in patient care to understand the diagnostic approach (including history, physical exam, laboratory and imaging assessments, and clinical reasoning) and management of patients with common inpatient diagnosis.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives

- Develop interpersonal skills that facilitate collaboration with patients, their families, and other health professionals.
- Reliably and accurately communicate the patient's and his/her family's views and concerns to the attending.
- Demonstrate organized and articulate electronic and verbal communication skills that build rapport with patients and families, convey information to other health care professionals, and provide timely documentation in the chart.
- Effectively communicate with attending physicians and other healthcare team members in coordinating comprehensive care.
- Effectively communicate medical decisions and recommendations to colleagues and patients.
- Discuss and demonstrate strategies to discuss sensitive subjects with patients.
- Demonstrate effective, compassionate and empathetic communication with patients and families while considering psychosocial, economic and cultural issues of care.
- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Ensure succinct, relevant, and patient-specific written communication.

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters on the rotation.

Objectives:

- Demonstrate the ability to counsel patients and families both on diagnostic and treatment decisions.

- Model ethical behavior by reporting back to the attending and referring providers any key clinical findings.
- Demonstrate integrity
- Demonstrate compassion, integrity and respect for others
- Demonstrate respect for privacy
- Apply the principles of medical ethics to decision making.
- Provide compassionate care to all patients regardless of gender, age, culture, race, religion, disabilities, sexual orientation or socioeconomic class
- Behave in a professional manner when interacting with patients or other health care providers.
- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious disease)
- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Construct focused clinical questions.
- Effectively search evidence-based summary medical information resources and bring it to patient care.
- Demonstrate ability to receive, respond appropriately to, and incorporate feedback into one's daily practice.
- Act as an organizational problem solver for patients.
- Understand and explain whether current practice is in line with available literature and suggest changes in practice that will improve patient care.
- Appraise and assimilate scientific evidence to guide improvement in patient care.
- Incorporate formative evaluation and feedback into daily practice.
- Use information technology to optimize learning.
- Develop tools to help meet the needs of patients.
- Review current literature relevant to the care of individual patients and the community.

Systems-based Practice

Goals:

To 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 to a panel of pediatric patients.

Objectives:

- Demonstrate an awareness of alternative therapies and their costs, risks, and benefits.
- Identify quality issues in pediatric care, such as recent recommendations regarding diagnostic testing within the context of providing high quality, high value care for patients.
- Determine cost-effectiveness of alternative proposed interventions.
- Demonstrate awareness of the impact of diagnostic and therapeutic recommendations on the health care system, cost of the procedure, insurance coverage, and resources utilized.
- Emphasizes patient safety for patients who are hospitalized
 - Verifies patient identification with at least 2 identifiers
 - Recognize the mechanisms that result in medical errors
- Provides cost-conscious medical care
 - Demonstrates an awareness of the larger context of health care
 - Gains an understanding of procedure coding and basic insurance reimbursement
- Coordinates team-based care
 - Appropriately utilizes consultation and referrals to specialists in the management and co-management of complex conditions
 - Participates in effective and safe hand-off process for transitions of care

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-3 Pediatric Emergency Room

The family physician is the most broadly trained specialist in the health care profession. There is considerable overlap in the patient populations served by the family physician and the emergency physician, with a natural overlap in the competencies, knowledge, skills, and attitudes necessary to succeed in each setting. This rotation seeks to identify the unique and critical emergent pediatric elements that might not be adequately addressed in other curricular areas.

Prompt assessment, intervention, and disposition are critical elements of the emergency medicine experience and are frequently performed in the face of multiple simultaneous patient encounters. The resident will need to become comfortable leading and participating as a member of a health care team that treats patients in urgent and emergent situations, as well as learning the appropriate use of consultants in patient care.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common emergent pediatric medical problems.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the emergent pediatric patient.

Objectives:

- The resident will gain knowledge of common pediatric emergent medicine problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the emergency department setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional

activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health to the emergent pediatric patient.

Objectives:

- Role model gathering subtle and reliable information from the patient for junior members of the healthcare team.
- Routinely identify subtle or unusual physical findings that may influence clinical decision making, using advanced maneuvers where applicable.
- Recognize disease presentations that deviate from common patterns and that require complex decision making.
- Appropriately perform procedures as recommended by AAFP guidelines and provide post-procedure management.
- Initiate management and stabilize pediatric patients with emergent medical conditions.
- Manage pediatric patients with conditions that require intensive care.
- Independently manage pediatric patients with a broad spectrum of clinical disorders seen in the practice of general emergent pediatric medicine.
- Coordinate the care of pediatric patients with complex and rare medical conditions.
- Customize care in the context of the patient's overall health.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Demonstrate sufficient knowledge to evaluate and coordinate the care of complex medical conditions and multiple coexistent conditions.
- Demonstrate sufficient knowledge to evaluate common conditions requiring hospitalization
- Demonstrate sufficient knowledge to diagnose and treat undifferentiated and emergent pediatric conditions.
- Demonstrate sufficient knowledge to provide health maintenance and preventive care
- Demonstrate sufficient knowledge to identify and treat common medical conditions that require higher acuity of pediatric care.
- Accurately identify the following patterns on an EKG:

- Myocardial infarction
- Arrhythmias, including supraventricular tachycardias, atrial fibrillation and flutter, heart blocks, ventricular tachycardia, and ventricular fibrillation
- Diagnose the following conditions on x-ray and/or CT:
 - Pneumonia
 - Heart failure
 - Chronic obstructive pulmonary disease
 - Vertebral fractures
 - Ileus
 - Intestinal obstruction
- Interpret an ABG
- Interpret a PFT

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Role-model effective communication skills in challenging situations.
- Actively seek to understand patient differences and views and reflects this in respectful communication and shared decision-making with the patient and the healthcare team.
- Communicate consultative recommendations to the referring team in an effective manner

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- Uphold ethical expectations of research and scholarly activity.
- Provide leadership for a team that respects patient dignity and autonomy.
- Maintain ethical relationships with industry
- Recognize and manage subtler conflicts of interest.
- Effectively advocate for individual patient needs.
- Serve as a professional role model for more junior colleagues (e.g., medical students, interns).
- Recognize and manage conflict when patient values differ from their own.
- Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering
- Advocate for appropriate allocation of limited health care resources.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Engage in quality improvement intervention
- Appraise the quality of medical information resources and select among them based on the characteristics of the clinical question
- Customize clinical evidence for an individual patient
- Communicate risks and benefits of alternatives to patients
- Integrate clinical evidence, clinical context, and patient preferences into decision making
- Calibrate self-assessment with feedback and other external data
- Reflect (in action) when surprised, applies new insights to future clinical scenarios, and reflect (on action) back on the process.
- Take a leadership role in the education of all members of the health care team.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Negotiate patient-centered care among multiple care providers
- Demonstrate how to manage the team by utilizing the skills and coordinating the activities of interprofessional team members
- Understand mechanisms for analysis and correction of system errors
- Demonstrate ability to understand and engage in a system level quality improvement intervention
- Partner with other healthcare professionals to identify, propose improvement opportunities within the system.
- Identify the role of various health care stakeholders including providers, suppliers, financiers, purchasers and consumers and their varied impact on the cost of the access to health care
- Understand coding and reimbursement principles
- Demonstrate the incorporation of cost-awareness principles into complex clinical scenarios

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-3 Newborn Nursery

Family physicians must develop knowledge, skills, and attitudes appropriate to manage medical, physical, social, and emotional problems in patients of all ages, including infants and children. Family physicians continue to deliver and care for newborn infants. Care for newborns requires knowledge of basic newborn resuscitation and normal infant development/progression. Residents will see pediatric populations across a variety of settings including, outpatient, inpatient, newborn nursery, and in acute care.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common inpatient medical problems of the newborn.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.

Objectives:

- The resident will gain knowledge of common inpatient and outpatient problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient and outpatient settings.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of acute problems and the promotion of health in the newborn setting.

Objectives:

- Demonstrate the ability to assess for appropriate development by taking an age-appropriate history and performing a newborn examination.
- Demonstrate the ability to communicate effectively with the patient's family and caregiver to ensure the development and clear understanding of an appropriate, acceptable evidence-based diagnosis and treatment plan
- Recognize his or her own practice limitations and seek consultation with other health care professionals and resources when necessary to provide optimal patient care
- Ability to perform common newborn procedures to include newborn circumcision

Medical Knowledge**Goals:**

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Synthesize an appropriate diagnosis and treatment plan for common newborn conditions in the inpatient settings
- Understanding and ability to perform newborn resuscitation.
- Understanding of newborn screening, including screening for CVD and jaundice.
- The resident will complete NRP certifications.
- Breastfeeding/Formula knowledge.

Interpersonal and Communication Skills**Goals:**

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Role-model effective communication skills in challenging situations.
- Actively seek to understand patient differences and views and reflects this in respectful communication and shared decision-making with the patient and the healthcare team.
- Communicate consultative recommendations to the referring team in an effective manner

Professionalism**Goals:**

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- Uphold ethical expectations of research and scholarly activity.
- Provide leadership for a team that respects patient dignity and autonomy.
- Maintain ethical relationships with industry
- Recognize and manage subtler conflicts of interest.
- Effectively advocate for individual patient needs.
- Serve as a professional role model for more junior colleagues (e.g., medical students, interns).
- Recognize and manage conflict when patient values differ from their own.
- Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering
- Advocate for appropriate allocation of limited health care resources.

Practice-based Learning and Improvement**Goals:**

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Engage in quality improvement intervention
- Appraise the quality of medical information resources and select among them based on the characteristics of the clinical question
- Customize clinical evidence for an individual patient
- Communicate risks and benefits of alternatives to patients
- Integrate clinical evidence, clinical context, and patient preferences into decision making
- Calibrate self-assessment with feedback and other external data
- Reflect (in action) when surprised, applies new insights to future clinical scenarios, and reflect (on action) back on the process.
- Take a leadership role in the education of all members of the health care team.

Systems-based Practice**Goals:**

To 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 to patients.

Objectives:

- Negotiate patient-centered care among multiple care providers

- Demonstrate how to manage the team by utilizing the skills and coordinating the activities of interprofessional team members
- Understand mechanisms for analysis and correction of system errors
- Demonstrate ability to understand and engage in a system level quality improvement intervention
- Partner with other healthcare professionals to identify, propose improvement opportunities within the system.
- Identify the role of various health care stakeholders including providers, suppliers, financiers, purchasers and consumers and their varied impact on the cost of the access to health care
- Understand coding and reimbursement principles
- Demonstrate the incorporation of cost-awareness principles into complex clinical scenarios

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
Continuity Clinic

Continuity clinic will span all three years of residency. As a resident progress through clinical training, patient encounters with their own patient panel will increase. Residents will be supervised by Attending physicians at all time with greater autonomy provided as they progress in their training.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic medical conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common medical problems.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the assigned patients.

Objectives:

- The resident will gain knowledge of common medical problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient setting.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the outpatient setting. Assess and manage acute and chronic diseases and disorders commonly encountered in the outpatient setting, through an understanding of epidemiology and pathophysiology.

Objectives:

PGY-1

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural, and socioeconomic environment.
- Incorporate evidence-based medicine in the risk-assessment, treatment, and long-term management of patients.
- The resident will become aware of the available resources in our community as well as the limitations of the resources in our community that are available to patients with gastrointestinal disorders.
- With supervision, manage patients with common clinical disorders seen in the practice of general medicine.

PGY-2

- Obtain relevant historical subtleties that inform and prioritize both differential diagnoses and diagnostic plans, including sensitive, complicated and detailed information that may not often be volunteered by the patient.
- Demonstrate and teach how to elicit important physical findings for junior members of the healthcare team.
- Modify problem formulation, differential diagnosis, and care plan based upon the evolution of clinical data over time.
- Make appropriate clinical decisions based upon the results of more advanced diagnostic tests.
- Provide appropriate care for health maintenance and disease prevention
- With minimal supervision, manage patients with complex clinical disorders seen in the practice of general medicine.

PGY-3

- Role model gathering subtle and reliable information from the patient for junior members of the healthcare team.
- Routinely identify subtle or unusual physical findings that may influence clinical decision making, using advanced maneuvers where applicable.
- Recognize disease presentations that deviate from common patterns and that require complex decision making.
- Appropriately perform procedures as recommended by AAFP guidelines, and provide post-procedure management.
- Consider the costs, risks, and benefits when recommending diagnostic tests.
- Independently manage patients with a broad spectrum of clinical disorders seen in the practice of general medicine, including gender-specific diseases
- Coordinate the care of patients with complex and rare medical conditions
- Customize care in the context of the patient's preferences and overall health.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

PGY-1

- Develop a broad-based knowledge of common ambulatory problems and chronic medical conditions to be able to diagnose and treat these problems.
- The resident will gain knowledge of common ambulatory problems through one-on-one discussions and precepting with the attending physician and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students in the clinic.
- Scientific evidence will be reviewed by the resident and attending physician in the context of their patients.
- The practical implementation of evidence-based medicine will be discussed as the medical decision making is reviewed.
- Information technology will be utilized by the resident as he or she is required to research topics as directed by the attending physician.

PGY-2

- Demonstrate sufficient knowledge to diagnose and treat undifferentiated conditions
- Demonstrate sufficient knowledge to provide health maintenance and preventive care
- Demonstrate sufficient knowledge to identify and treat common medical conditions that require higher acuity of care.
- Understand indications for and have basic skills in interpreting more advanced diagnostic tests
- Understand prior probability and test performance characteristics.

PGY-3

- Demonstrate sufficient knowledge to evaluate and coordinate the care of complex medical conditions and multiple coexistent conditions.
- Demonstrate sufficient knowledge of socio-behavioral sciences including but not limited to health care economics, medical ethics, and medical education.
- Skills & knowledge required to practice independently.
- Model ability to access resources to continually update clinical practice based on EBM.

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

PGY-1

- Engage patients/advocate in shared decision-making for uncomplicated diagnostic and therapeutic scenarios
- Understand the patient's expectations, goals, and opinions of their health, lifestyle, beliefs, and chronic conditions.
- Utilize patient-centered education strategies
- Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios.
- Effectively use an interpreter to engage patients in the clinical setting including patient education
- Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy and religious beliefs.
- Effectively communicate with other caregivers in order to maintain appropriate continuity during transition of care.
- Deliver appropriate, succinct, hypothesis-driven oral presentations
- Effectively communicate plan of care to all members of the healthcare team.
- Request consultative services in an effective manner.
- Provide legible, accurate, complete, and timely written communications that is congruent with medical standards.

PGY-2

- Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation.
- Role-model and teach effective communication with next caregivers during transition of care.
- Engage in collaborative communication with all members of the health care team.
- Clearly communicate the role of consultant to the patient, in support of the primary care relationship
- Ensure succinct, relevant, and patient-specific written communication.

PGY-3

- Role-model effective communication skills in challenging situations.
- Actively seek to understand patient differences and views and reflects this in respectful communication and shared decision-making with the patient and the healthcare team.
- Communicate consultative recommendations to the referring team in an effective manner

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

PGY-1

- In all things, advocate for the patient and do the right thing for the patient.
- Document and report clinical information truthfully
- Follow formal policies
- Accept personal errors and acknowledge them.
- Demonstrate empathy and compassion to all
- Demonstrate commitment to relieve suffering
- Provide support (physical, psychological, social and spiritual) for dying patients and their families.
- Communicate constructive feedback to other members of the health care team.
- Respond promptly and appropriately to clinical responsibilities including calls and pages
- Carry out timely interactions with colleagues, patients and their designated caregivers.
- Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients.
- Recognize when it is necessary to advocate for individual patient needs
- Dress and behave appropriately
- Maintain appropriate professional relationships with patients, families and staff
- Ensure prompt completion of clinical administrative, and curricular tasks
- Ensure completion of results review, medical documentation and address of communications within the expected time frames.
- Recognize the scope of his/her abilities and ask for supervision and assistance appropriately
- Recognize and address personal, psychological, and physical limitations that may affect professional performance.
- Treat patients and coworkers with dignity, civility, and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status.
- Maintain patient confidentiality
- Recognize that disparities exist in health care among populations and that they may impact care of the patient.

PGY-2

- Recognize, respond to and report impairment of colleagues or substandard care
- Recognize and take responsibility for situations where public health supersedes

individual health (e.g. reportable infectious disease)

- Recognize the need to assist colleagues in the provision of duties.
- Educate and hold others accountable for patient confidentiality

PGY-3

- Uphold ethical expectations of research and scholarly activity.
- Provide leadership for a team that respects patient dignity and autonomy.
- Maintain ethical relationships with industry
- Recognize and manage subtler conflicts of interest.
- Effectively advocate for individual patient needs.
- Serve as a professional role model for more junior colleagues (e.g., medical students, interns).
- Recognize and manage conflict when patient values differ from their own.
- Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering
- Advocate for appropriate allocation of limited health care resources.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

PGY-1

- Identify areas in resident's own practice and local system that can be changed to improve processes and outcomes of care.
- Identify learning needs (clinical questions) as they emerge in patient care activities.
- Access medical information resources to answer clinical questions and library resources to support decision making.
- With assistance, appraise the validity, importance, and applicability of clinical research papers.
- Determine if clinical evidence can be generalized to an individual patient.
- Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates
- Actively seek feedback from all members of the health care team.
- Actively participate in teaching conferences.

PGY-2

- Classify and precisely articulate clinical questions.

- Develop a system to track, pursue, and reflect on clinical questions.
- Effectively and efficiently search NLM database for original clinical research articles
- Effectively and efficiently search evidence-based summary medical information resources
- With Assistance, appraise clinical guideline recommendations for bias
- Reflect on feedback in developing plans for improvement
- Maintain awareness of the situation in the moment and respond to meet situational needs
- Integrate teaching, feedback and evaluation with supervision of intern's and students' patient care.

PGY-3

- Engage in quality improvement intervention
- Appraise the quality of medical information resources and select among them based on the characteristics of the clinical question
- Customize clinical evidence for an individual patient
- Communicate risks and benefits of alternatives to patients
- Integrate clinical evidence, clinical context, and patient preferences into decision making
- Calibrate self-assessment with feedback and other external data
- Reflect (in action) when surprised, applies new insights to future clinical scenarios, and reflect (on action) back on the process.
- Take a leadership role in the education of all members of the health care team.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

PGY-1

- Understand the unique roles and services provided by local healthcare delivery systems.
- Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists and social workers
- Work effectively as a member within the interprofessional team to ensure safe patient care
- Consider alternative solutions provided by other teammates.
- Recognize system issues that increase the risk for error including barriers to optimal patient care.
- Reflect awareness of common socio-economic barriers that impact patient care.
- Minimize unnecessary care including tests, procedures, therapies and ambulatory or

hospital encounters.

PGY-2

- Manage and coordinate care and care transitions across multiple healthcare settings, including ambulatory, subacute, acute rehabilitation, and skilled nursing.
- Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors
- Dialogue with care team members to identify risk for and prevention of medical error
- Understand how cost-benefit analysis is applied to patient care (i.e., via principles of screening tests and the development of clinical guidelines).
- Identify costs for common diagnostic or therapeutic tests
- Demonstrate the incorporation of cost-awareness principles into standard clinical judgements and decision-making.

PGY-3

- Negotiate patient-centered care among multiple care providers
- Demonstrate how to manage the team by utilizing the skills and coordinating the activities of interprofessional team members
- Understand mechanisms for analysis and correction of system errors
- Demonstrate ability to understand and engage in a system level quality improvement intervention
- Partner with other healthcare professionals to identify, propose improvement opportunities within the system.
- Identify the role of various health care stakeholders including providers, suppliers, financiers, purchasers and consumers and their varied impact on the cost of the access to health care
- Understand coding and reimbursement principles
- Demonstrate the incorporation of cost-awareness principles into complex clinical scenarios

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-3 Urology

Family Physicians commonly care for patients with urological complaints and disorders. Family Physicians actual practices may vary to the extent that they provide care and procedural options for their patients. This portion of the curriculum is designed to provide residents with the skills and expertise expected of family physicians with active practices involving this area. This rotation will provide a concentrated experience in the care of patients with urological disorders and will be the intensive experience in this area. The resident will be precepted by a faculty member specializing in Urology. The resident will work alongside the Urological surgeon. The resident will be on a one to one basis so didactic material is delivered to the resident on an informal basis throughout the rotation. The resident is expected to keep a log of procedures performed.

Overall Goals and Objectives:

Goals:

- Develop appropriate interpersonal skills to establish a quality doctor-patient relationship with sensitivity to emotional, physical, cultural and socioeconomic environment.
- Develop a broad-based knowledge of common acute and chronic urological conditions to be able to diagnose and treat these problems.
- Incorporate evidence-based medicine in the risk-assessment, treatment and management of patients.
- Develop the knowledge, attitudes, and skills necessary to effectively diagnose and manage common inpatient and outpatient urologic problems of the adult.
- Manage and coordinate with specialists, service lines, and care management in delivering the appropriate interventions to patients under care.
- Become competent and confident in the care and disposition of the patient.

Objectives:

- The resident will gain knowledge of common inpatient and outpatient urologic problems through one-on-one discussions and precepting with the attending physician, teaching rounds and also by independent reading.
- The resident will be expected to develop teaching skills through the participation of teaching medical students and junior residents in the inpatient and outpatient settings.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health in the inpatient and outpatient settings. Assess and manage acute and chronic diseases and disorders commonly encountered in the urologic patient, through an understanding of epidemiology and pathophysiology.

Objectives:

- Performance of history and physical exam for patients with urological complaints and disorders
- Develop an understanding of the utility of consultative services for urological patients.
- Develop an understanding of what multidisciplinary services are useful to urological patients
- The resident will become aware of the available resources in our community as well as to the limitations of the resources in our community that our available to patients with urological disorders.

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Performance of history and physical exam for patients with urological complaints and disorders
- The evaluation and treatment of common urological disorders:
 - BPH
 - Erectile Dysfunction
 - Incontinence
 - Prostate Cancer
 - Nephrolithiasis
 - Neurogenic Bladder
 - Catheter Management

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Role-model effective communication skills in challenging situations.

- Actively seek to understand patient differences and views and reflects this in respectful communication and shared decision-making with the patient and the healthcare team.
- Communicate consultative recommendations to the referring team in an effective manner

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- Uphold ethical expectations of research and scholarly activity.
- Provide leadership for a team that respects patient dignity and autonomy.
- Maintain ethical relationships with industry
- Recognize and manage subtler conflicts of interest.
- Effectively advocate for individual patient needs.
- Serve as a professional role model for more junior colleagues (e.g., medical students, interns).
- Recognize and manage conflict when patient values differ from their own.
- Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering
- Advocate for appropriate allocation of limited health care resources.

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Engage in quality improvement intervention
- Appraise the quality of medical information resources and select among them based on the characteristics of the clinical question
- Customize clinical evidence for an individual patient
- Communicate risks and benefits of alternatives to patients
- Integrate clinical evidence, clinical context, and patient preferences into decision making
- Calibrate self-assessment with feedback and other external data
- Reflect (in action) when surprised, applies new insights to future clinical scenarios, and reflect (on action) back on the process.
- Take a leadership role in the education of all members of the health care team.

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Negotiate patient-centered care among multiple care providers
- Demonstrate how to manage the team by utilizing the skills and coordinating the activities of interprofessional team members
- Understand mechanisms for analysis and correction of system errors
- Demonstrate ability to understand and engage in a system level quality improvement intervention
- Partner with other healthcare professionals to identify, propose improvement opportunities within the system.
- Identify the role of various health care stakeholders including providers, suppliers, financiers, purchasers and consumers and their varied impact on the cost of the access to health care
- Understand coding and reimbursement principles
- Demonstrate the incorporation of cost-awareness principles into complex clinical scenarios

Rotation Goals and Objectives
Mercy Hospital Fort Smith Family Medicine Residency Program
PGY-3 Health Systems Management

Health systems management (HSM) is a core ACGME requirement for all family medicine residencies. Significant components of this touch upon competencies in patient care, medical knowledge, systems-based practice, practice-based learning, professionalism, and interpersonal and communication skills. The curriculum in HSM prepares residents not only to improve and manage their own practices, but also to gain a broader understanding of the health care system as a whole and how it applies to their own careers and practices. It teaches them the complexities of the system related directly to patient care. It also provides a base from which residents can step into leadership roles in the design and implementation of health care systems.

Overall Goals and Objectives:

Goals:

- To prepare residents not only to improve and manage their own practices, but also to gain a broader understanding of the health care system as a whole and how it applies to their own careers and practices.
- To teach them the complexities of the system related directly to patient care.
- To provide a base from which residents can step into leadership roles in the design and implementation of health care systems.

Objectives:

- The resident will gain intimate knowledge of a variety of health care systems in the River Valley as well as necessary skills to establish their own practice after graduation.
- The resident will have the opportunity to learn from nonclinical leaders in the health care system to better foster their understanding of the system as a whole.
- The resident will be evaluated in the 6 core competencies (Medical Knowledge, Patient Care, Interpersonal Communication Skills, Professionalism, Practiced-Based Learning and Systems-Based Practice). These are done as a group evaluation by the attendings so that progress and incorporation of feedback over the course of the rotation can be assessed. An outline of core competencies with rotation objectives, instructional activities, and evaluations is below.

Patient Care

Goals:

To provide compassionate, appropriate, and effective patient care for the treatment of health problems and the promotion of health as patient's navigate through the healthcare system.

Objectives:

- Identify and utilize recommendations for health promotion, health maintenance, and screening guidelines for patients of all ages from evidence-based organizational resources

- Integrate practice and community data to improve population health, and partner with the community to improve population health
- Demonstrate an adequate understanding of the health care system to be able to help patients successfully navigate, utilize, and understand it

Medical Knowledge

Goals:

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge in patient care. Residents must demonstrate the ability to appraise and assimilate the latest clinical evidence as part of life-long learning.

Objectives:

- Basic understanding of current public health issues and concerns on global, national, state, and local levels
- Determine how social determinants of health impact individual patient care and treatment options of chronic disease
- Demonstrate an adequate understanding of the health care system to be able to help patients successfully navigate, utilize, and understand it
- Demonstrate adequate understanding of insurance terminology and government rules and regulations at the federal and state levels, including knowledge of where to locate information on existing health care systems and learn about emerging concepts and ideas
- Understand the business operations of their clinical practices, revenue streams, human resources, and contracts (i.e., all aspects of running a successful practice)
- Understand the complex dynamics involved in patient care, including the types of medical coverage, community and health care resources, and cultural needs within the context of their medical practices
- Demonstrate awareness of the interdependence within the health care system of patients, their physicians, insurance companies, and government agencies at all levels
- Code and charge appropriately for services performed by family physicians in outpatient and inpatient settings, including nursing homes, other domiciliary facilities, and patients' homes
- Recognize the essential elements that make a practice a patient-centered medical home

Interpersonal and Communication Skills

Goals:

To demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and professional associates.

Objectives:

- Role-model effective communication skills in challenging situations.
- Actively seek to understand patient differences and views and reflects this in respectful

communication and shared decision-making with the patient and the healthcare team.

- Demonstrate the ability to communicate effectively with the patient, the patient's family, and caregivers to ensure that care is streamlined appropriately within the health care system
- Demonstrate the ability to advocate for patient-centered care and the physician patient relationship

Professionalism

Goals:

To demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles in the care of patients in all patient encounters.

Objectives:

- Provide leadership for a team that respects patient dignity and autonomy.
- Maintain ethical relationships with industry
- Recognize and manage subtler conflicts of interest.
- Effectively advocate for individual patient needs.
- Serve as a professional role model for more junior colleagues (e.g., medical students, interns).
- Recognize and manage conflict when patient values differ from their own.
- Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering
- Advocate for appropriate allocation of limited health care resources.
- Recognize signs of physician burnout, utilize resources to enhance physician wellbeing, and be involved in systems that promote professional satisfaction

Practice-based Learning and Improvement

Goals:

To demonstrate the ability to investigate and evaluate care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. Residents are to develop skills and habits to be able to systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement. Residents should be able to locate, appraise and assimilate evidence from scientific studies.

Objectives:

- Engage in quality improvement intervention
- Calibrate self-assessment with feedback and other external data
- Reflect (in action) when surprised, applies new insights to future clinical scenarios, and reflect (on action) back on the process.
- Take a leadership role in the education of all members of the health care team.
- Understand the business operations of their clinical practices, revenue streams, human resources, and contracts (i.e., all aspects of running a successful practice)

Systems-based Practice

Goals:

To 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 to patients.

Objectives:

- Understand mechanisms for analysis and correction of system errors
- Demonstrate ability to understand and engage in a system level quality improvement intervention
- Partner with other healthcare professionals to identify, propose improvement opportunities within the system.
- Identify the role of various health care stakeholders including providers, suppliers, financiers, purchasers and consumers and their varied impact on the cost of the access to health care
- Understand coding and reimbursement principles
- Demonstrate the incorporation of cost-awareness principles into complex clinical scenarios
- Demonstrate adequate understanding of insurance terminology and government rules and regulations at the federal and state levels, including knowledge of where to locate information on existing health care systems and learn about emerging concepts and ideas
- Understand the complex dynamics involved in patient care, including the types of medical coverage, community and health care resources, and cultural needs within the context of their medical practices
- Demonstrate awareness of the interdependence within the health care system of patients, their physicians, insurance companies, and government agencies at all levels
- Engage in ongoing improvement in the quality of health care provided to their patients by maintaining clinical competence and actively participating in development of measures to optimize outcomes