

Expected Progress in the Core Competencies By Year of Training

As residents progress through training, they are expected to show progress in each of the six core competency areas. As residents improve their level of proficiency in each of the core competencies, they can expect to assume gradually greater responsibility and exercise greater autonomy, with less supervision. Residents will be advanced in the residency program on the basis of satisfactory demonstration of achievement in each of the core competencies. With advancement, residents will be given commensurate and increased responsibility in patient care, leadership, teaching and administration.

This document describes the specific knowledge, skills and attitudes that residents should develop in each of the competency areas during the three years of internal medicine residency training.

PGY-1 Year

The PGY-1 resident is expected to develop advanced clinical skills during a year that emphasizes general medicine and inpatient medicine training. Residents must demonstrate proficiency in comprehensive patient evaluation, assessment and reporting skills. They must also develop their differential diagnosis and test interpretation skills and begin to assume increased responsibility for the management of assigned patients. Specific knowledge, skills, and attitudes to be developed in each of the competency areas during the year include:

1. *Patient Care*: The PGY-I resident must demonstrate the ability to thoroughly evaluate assigned patients and complete an appropriate history and physical examination. The resident should also be able to generate an appropriate diagnostic and management plan for assigned patients and should demonstrate the ability to produce appropriate documentation summarizing the evaluation and treatment plan.
2. *Medical Knowledge*: The PGY-1 resident must develop an adequate knowledge base of basic pathophysiology and differential diagnosis for common clinical problems. The resident should demonstrate appropriate critical thinking and problem-solving skills. First year residents must meet satisfactory expectations on standardized examinations.
3. *Problem-Based Learning*: The PGY-1 resident must demonstrate a willingness to obtain feedback and learn from errors committed. First year residents should have a basic understanding of evidence-based medicine and demonstrate efforts to search the medical literature and read about problems detected in assigned patients.

4. *Interpersonal and Communication Skills:* The PGY-1 resident must produce timely, accurate and complete medical records. This should include complete history and physical examination, discharge summary, and outpatient clinic notes. The resident should demonstrate good communication skills when dealing with patients, families, nurses and other hospital personnel.
5. *Professionalism:* The PGY-1 resident must demonstrate respect in dealing with patients and families as assessed by feedback from patients and nurses. Residents must also demonstrate appropriate understanding of the need for patient confidentiality and informed consent and compliance with HIPAA regulations. The PGY-1 resident must be able to discuss advanced directives in an informed and professional fashion. All required documentation, e.g. admission H&Ps, continuity clinic notes, and discharge summaries, must be completed in a timely fashion.
6. *Systems-Based Practice:* The PGY-1 resident must demonstrate the ability to perform well in the three different institutions that are part of the residency program. This includes mastering the VAMC electronic record system and the EMR at Broadlawns. It includes the ability to work well in the Broadlawns system that provides care to large numbers of indigent and immigrant patients. Residents should demonstrate basic cultural competence skills in dealing with diverse patient populations encountered during their Adolescent Medicine, La Clinica and Broadlawns Medical Center experiences.

PGY-2 Year

The second year resident is expected to perform well in several new and different roles. This includes critical care (ICU and CCU) experiences, leading the code team in performing emergent cardiopulmonary resuscitations, supervising inpatient teams by teaching and directing the work of interns and medical students, taking on increased responsibility in continuity clinic, and learning to function as a consultant during subspecialty and general medicine consult rotations. Knowledge, skills and attitudes to be developed in each of the competency areas include:

1. *Patient care:* The PGY-2 resident must be able to perform satisfactorily in the ICU and CCU caring for complicated patients with multisystem disorders. The second year resident must demonstrate satisfactory competence in a consultative role. The second year resident must demonstrate satisfactory competence in the ambulatory setting. The second year resident should also demonstrate mastery of required invasive procedures and demonstrate competence in performing basic gynecology health maintenance examinations (pelvic exam, Pap smear, breast exam, KOH and wet prep vaginal smear interpretation).

2. *Medical Knowledge:* The PGY-2 resident must be able to apply ACLS principles and algorithms when serving as team leader running codes. The resident must also demonstrate basic ventilator management skills. The resident should be able to manage more complicated patients in both the inpatient and ambulatory environment and demonstrate a more advanced understanding of pharmacology and pharmacotherapeutics. The resident should show continued growth in their knowledge base as assessed by faculty and by standardized examinations.
3. *Problem-Based Learning:* The PGY-2 resident must demonstrate effective skills searching and reviewing the medical literature. This will include regularly searching and reviewing current medical literature specific to patients seen. This will also include successfully completing the required second year resident Journal Club assignment. Finally, the second year resident must demonstrate compliance with continuity clinic preventive medicine and disease-specific care guidelines. The second year resident will demonstrate effective supervisory and teaching abilities.
4. *Interpersonal Communication Skills:* The PGY-2 resident must demonstrate satisfactory medical record keeping in the critical care areas while caring for complicated patients with multisystem disorders. The second year resident must also demonstrate the ability to properly document in the medical record information about invasive procedures performed. The resident must demonstrate the ability to work well with nurses and other members of the critical care team.
5. *Professionalism:* The PGY-2 resident must demonstrate the ability to assist patients and families in dealing with end-of-life care issues and demonstrate a mastery of organ donation, death, and autopsy consent and documentation issues. The PGY-2 resident must continue to complete all required documentation, e.g. admission H&Ps, consults, continuity clinic notes, and discharge summaries, in a timely fashion. The PGY-2 resident must continue to demonstrate courtesy, respect, integrity, and reliability in the performance of his or her duties.
6. *Systems-Based Practice:* The PGY-2 resident must demonstrate a basic understanding of the role of medical consultant. The PGY-2 resident will demonstrate an increasing understanding of how to balance awareness of costs while continuing to provide care of the highest quality.

PGY-3 Year

The third year resident is expected to function as a manager and team leader on busy inpatient services and must fulfill important teaching duties during these assignments. The third year resident must demonstrate advanced scholarship by successfully

researching and completing a Grand Rounds scientific presentation. Third year residents may also demonstrate growth in other areas of scholarship including research, publishing in the peer reviewed medical literature, and presenting at local, regional or national scientific meetings. The third year resident must also demonstrate a comprehensive approach to preparation for the American Board of Internal Medicine certifying examination. Specific knowledge, skills, and attitudes to be developed in each of the competency areas during the year include:

1. *Patient Care*: The PGY-3 resident must demonstrate the ability to manage a larger number of patients on inpatient teams by coordinating the care of several medical students and interns. The resident must meet American Board of Internal Medicine procedure documentation requirements. Third year residents must also demonstrate the ability to supervise and teach invasive procedures to junior learners.
2. *Medical Knowledge*: The PGY-3 resident must demonstrate a solid knowledge base in general internal medicine and each of the medicine subspecialty areas. Performance in standardized examinations should demonstrate an appropriate growth in knowledge to the level expected of a third year resident. The third year resident should also demonstrate mastery of materials assigned during the required third-year board review course.
3. *Problem-Based Learning*: The PGY-3 resident must demonstrate a mastery of evidence-based medicine and regularly share results from literature searches with the rest of the team. Third year residents should also demonstrate consistent application of clinical guidelines to their assigned patients in continuity clinic. The third year residents should demonstrate effective teaching skills.
4. *Interpersonal and Communication Skills*: The PGY-3 resident should demonstrate advanced teaching skills as assessed by medical students and interns assigned to work with them on clinical rotations. Third year residents must also demonstrate advanced communication skills in delivering effective Grand Rounds, Journal Club, and ACP Clinical Vignette presentations.
5. *Professionalism*: The PGY-3 resident must demonstrate advanced leadership abilities and respect for all team members. The resident must develop high ethical, moral and humanistic standards as assessed by medical students, interns, nurses, faculty and staff that interact with the resident during training. The resident must continue to complete all required documentation, e.g. admission H&Ps, consults, continuity clinic notes, and discharge summaries, in a timely fashion.

6. *Systems-Based Practice*: The PGY-3 resident must demonstrate cost-effective diagnosis and treatment plans in both the hospital and ambulatory clinic settings. When working at Broadlawns Medical Center, third year residents will demonstrate the ability to interact with family physicians in the care of assigned patients. The third year resident must also demonstrate the knowledge and sensitivity needed to care for indigent and immigrant populations uniquely encountered at BMC.

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