

COMPETENCY: Professionalism

Revised 7/08

IMPLEMENTATION

Sub-competency	VA Wards	Clinic / Block	ICU	Day Float	CBT	Other
<i>Honesty and Integrity</i>	<ul style="list-style-type: none"> - Understands and recognizes mistakes and notifies attending and patients (when appropriate) when mistakes are made - Understands and appropriately maintains patient confidentiality - Resident's attitude manifests an interest in helping provide compassionate, quality care to all patients 	<ul style="list-style-type: none"> - Makes honest use of coding, billing, and referral principles - Understands and appropriately maintains patient confidentiality - Resident's attitude manifests an interest in helping provide compassionate, quality care to all patients 	see VA wards	see VA wards	- See Clinic/Block	
<i>Meets Professional Responsibilities</i>	<ul style="list-style-type: none"> - Completes all documentation - daily progress notes, discharge summaries, transfer summaries in a timely and complete fashion - Able to assess and to use informed consent in provision of care 	<ul style="list-style-type: none"> - Completes all documentation (notes, referrals etc) in timely and complete fashion - Understands that there are moral and ethical concerns about receiving gifts from patients and pharmaceutical representatives - Able to assess and to use informed consent in provision of care 	<ul style="list-style-type: none"> - Understands and competent to work with patients regarding advanced directives, DNR status, futility, withholding or withdrawing care - Able to assess and to use informed consent in provision of care 	see VA wards	-See Clinic/Block	

<p><i>Professional Relationship with Pts / colleagues</i></p>	<ul style="list-style-type: none"> - Recognizes that physicians have a responsibility for for the safety and well being of patients, colleagues and staff - Willing to provide coverage for sick or unavailable colleagues - Completes documentation as above - Spontaneously teaches and exhibits concern for educational development of fellow residents and students - Provides leadership on teams and in the residency 	<ul style="list-style-type: none"> - Willing to provide coverage for sick or unavailable colleagues - Completes documentation as above 	<p>See VA wards</p>	<p>See VA wards</p>	<p>-See Clinic/Block</p>	
<p><i>Self - Improvement</i></p>	<ul style="list-style-type: none"> - Attends and participates in scheduled learning opportunities including morning report, noon conference etc. - Prepares and delivers formal talks over the academic year 	<ul style="list-style-type: none"> - Reads regularly on topics assigned in ambulatory report - Runs sessions for Cardiac Rehab program - Leads a journal club session 	<ul style="list-style-type: none"> - Prepares and delivers formal talk on ICU topic of their choosing 	<p>See VA wards</p>	<p>See Clinic/Block</p>	

EVALUATION

Sub-competency	VA Wards	Clinic / Block	ICU	Day Float	CBT	Other
<i>Honesty and integrity</i>	<ul style="list-style-type: none"> - Attending faculty feedback based on direct observation - Team member feedback (other residents, students) - Patient and staff feedback 	<ul style="list-style-type: none"> - Attending faculty feedback based on direct observation - Team member feedback (other residents, students) - Patient and staff feedback 	See VA wards	See VA wards	See Clinic/Block	
<i>Meets professional responsibilities</i>	<ul style="list-style-type: none"> - Attending faculty feedback based on review of documentation - Program Director / Chief Resident review of bimonthly delinquency reports 	<ul style="list-style-type: none"> - Attending faculty feedback based on review of documentation - Silver Team review of clinic notes 	- Attending faculty (ICU) feedback	See VA wards	- Site faculty feedback	
<i>Professional relationships with patients and colleagues</i>	<ul style="list-style-type: none"> - Faculty / chief residents solicit feedback from other residents, nurses, respiratory therapists, pharmacy. Feedback is conveyed to residents in periodic meetings with program director. - Resident and student evaluations 	<ul style="list-style-type: none"> Faculty / chief residents solicit feedback from other residents, nurses, respiratory therapists, pharmacy. Feedback is conveyed to residents in periodic meetings with program director. 	See VA wards	See VA wards	See Clinic/Block	
<i>Self Improvement</i>	<ul style="list-style-type: none"> - Attending faculty feedback form for scholarly talks - Sign in sheets for 	<ul style="list-style-type: none"> - Attending faculty feedback based on clinical presentations / 	- Attending faculty feedback form for scholarly talks	See VA wards	See Clinic/Block	

	morning report / noon conferences	clinic notes - Attending faculty feedback form for journal club				
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