

University of Cincinnati Internal Medicine



Resident Education Curriculum 2026-2027

Contents

Internal Medicine Attending Assessment of Residents	2
Educational Purpose.....	2
Rotation Objectives	2
Level of Supervision	2
Assessment Scale.....	3
Rotation: Congestive Heart Failure.....	5
Rotation: Cardiology Consults	6
Rotation: Cardiology Outpatient	7
Rotation: Cardiology 6-South PGY-1.....	8
Rotation: Cardiology 6-South PGY 2-4	9
Rotation: Cardiovascular ICU	10
Rotation: Digestive Diseases Consults	11
Rotation: Digestive Diseases Outpatient.....	12
Rotation: Liver Consults	13
Rotation: Endocrinology	14
Rotation: General Internal Medicine: Consults	15
Rotation: General Internal Medicine: Geriatrics	16
Rotation: General Internal Medicine Headache and Pain	17
Rotation: General Internal Medicine Long Block	18
Rotation: General Internal Medicine: Private Practice	19
Rotation: General Internal Medicine: Night Medicine PGY-120	20
Rotation: General Internal Medicine: Night Medicine PGY 2-4	21
Rotation: General Internal Medicine Wards PGY-1	22
Rotation: General Internal Medicine Wards PGY 2-4	23
Rotation: Initiative on Poverty Justice and Health.....	24
Rotation: International Medicine	25
Rotation: Medical Teaching Med Ed Elective	26
Rotation: Medical Education Theory	27
Rotation: Pain Management.....	28
Rotation: Palliative Care	29
Rotation: Bone Marrow Transplant.....	31
Rotation: Hematology/Oncology Consults	32
Rotation: Hematology/Oncology Outpatient.....	33
Rotation: Infectious Diseases Inpatient Consults.....	34
Rotation: Infectious Diseases Outpatient Consults.....	35
Rotation: Infectious Diseases Outpatient Transplant	36
Rotation: Nephrology Consults	37

Rotation: Nephrology Wards PGY-1	38
Rotation: Nephrology Wards PGY 2-4	39
Rotation: Transplant Nephrology	40
Rotation: Interventional Pulmonology	41
Rotation: MICU PGY-1	42
Rotation: MICU PGY 2-4	43
Rotation: Pulmonary Advanced Critical Care	44
Rotation: Pulmonary Consults	45
Rotation: Pulmonary Outpatient	46
Rotation: Sleep Medicine	47
Rotation: Allergy	48
Rotation: Rheumatology	49
Rotation: Anesthesia	50
Rotation: Addiction Medicine	51
Rotation: Emergency Department UH	52
Rotation: Neurology Consults	54
Rotation: Neurology Wards	55
Rotation: Ophthalmology	56
Rotation: Psychiatry Consults	57
Rotation: Ultrasound	58
Rotation: Research	59
Rotation: Designer Elective	60
Summary Statements, Narrative Comments, and Multisource Evaluation	61
Multisource: Resident Evaluation by Students	62
Multisource: Interns and Residents by Ward Nurses	63
Multisource: Interns and Residents by Critical Care Nurses	64
Multisource: Interns and Residents by Case Managers and Social Workers.....	65
Multisource: Interns and Residents by Chief Residents	66
Multisource: Interns and Residents by Graduate Medical Education Staff	67
Multisource: Interns and Residents by Fellows	68

Internal Medicine Attending Assessment of Residents

Educational Purpose

During your residency you will develop the tools necessary to become comprehensive internists capable of managing diverse patients with a broad range of diseases. Your training will be tailored to your needs whether you pursue a career in general internal medicine, subspecialty medicine, or academic medicine.

Rotation Objectives

You will find specific objectives for each rotation in this document. *These are representative skills of medicine that you must learn during residency.* Click on the listings in the table of contents to hyperlink to the appropriate section.

These objectives will not be the only things you will learn on each rotation, but they are what you will be measured by. You must review the objectives at the beginning and end of each rotation with your attending physician.

Level of Supervision

You will be supervised by an attending physician for all patients that you encounter. These levels of supervision include:

1. Direct Supervision – the supervising physician will be physically present with you and your patient.
2. Indirect Supervision:
 - a. With direct supervision immediately available – the supervising physician will be physically within the hospital or other site of patient care, and will be immediately available to provide Direct Supervision.
 - b. With direct supervision available – the supervising physician is not physically present within the hospital or other site of patient care, but is immediately available by means of telephonic and/or electronic modalities, and is available to provide Direct Supervision.

For some aspects of patient care, the supervising physician may be a more advanced resident or fellow.

Assessment Scale

For the specific goals and objectives listed in this document, the basic evaluation unit will be one of Entrustment.

Your attendings will determine what level they trust you to do each skill:

1. You cannot do the skill even with assistance (critical deficiencies)
2. You can do the skill under proactive, ongoing, full supervision
3. You can do the skill reactive supervision, (i.e. supervision is readily available upon request)
4. You can do the skill independently
5. You may act as a supervisor and instructor for the skill

This means that most interns will start with a 2 and progress to 3 on most measures by the end of the year, and most PGY-2/3 residents will start with 3 and progress to 4 on most measures by the end of residency.

To see a video on how this system works, click on the link below:

<https://www.youtube.com/watch?v=t5JVRZrXBbU>

Rotation: Advanced Cardiology

Content Goals and Objectives

1. Interpret basic and advanced EKGs
2. Interpret findings on cardiac imaging studies (e.g. ECHO, catheterization, nuclear testing)
3. Interpret pulmonary artery catheter data
4. Titrate guideline goal directed therapy for cardiovascular disease and heart failure patients

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Congestive Heart Failure

Content Goals and Objectives

1. Construct a treatment plan for patient with heart failure
2. Identify patients who need referral to advanced therapy
3. Assess volume status by physical exam in cardiovascular patients
4. Assess postoperative status in transplant or LV circulatory support patients
5. Manage atrial fibrillation in the acutely ill patient
6. Manage inotropes and vasopressor agents in the management of shock and heart failure.
7. Refer appropriate cardiac patients to palliative care

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Cardiology Consults

Content Goals and Objectives

1. Interpret EKGs and use as tool to make management decisions
2. Refer patients for cardiac imaging or procedure
3. Counsel patient on lifestyle modifications for aggressive risk factor modifications
4. Differentiate cardiac versus non-cardiac chest discomfort
5. Construct a heart failure discharge plan
6. Interpret cardiac biomarkers
7. Refer appropriate cardiac patients to palliative care
8. Perform preoperative evaluation
9. Manage atrial fibrillation in the acutely ill patient
10. Manage anticoagulant (include antiplatelet therapy) therapy in cardiac patients

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Cardiology Outpatient

Content Goals and Objectives

1. Interpret EKGs and use as tool to make management decisions
2. Refer patients for cardiac imaging or procedure
3. Counsel patient on lifestyle modifications for aggressive risk factor control (obesity, sleep apnea, diet, smoking, exercise, cholesterol)
4. Discuss sodium and volume restriction with patients
5. Differentiate cardiac versus non-cardiac chest discomfort
6. Titrate guideline goal directed therapy for cardiovascular disease and heart failure patients
7. Begin guideline-based evaluation for new cardiomyopathy patient

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Cardiology 6-South PGY-1

Content Goals and Objectives

1. Demonstrate basic EKG reading skills
2. Refer patients for cardiac imaging or procedure
3. Counsel patient on lifestyle modifications for aggressive risk factor modifications
4. Differentiate cardiac versus non-cardiac chest discomfort
5. Diagnose acute coronary syndrome
6. Begin guideline goal directed medical therapy for cardiovascular disease and heart failure patients
7. Manage decompensated heart failure
8. Begin initial management plan for basic arrhythmias

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Completes clinical work efficiently
3. Demonstrates cultural humility
4. Demonstrates respectful behavior to all members of the health care team
5. Performs bedside presentations that engage the patient and address the patient's central concerns
6. Uses teach-back method with patients regarding plan of care
7. Minimizes unfamiliar terms during patient encounters
8. Demonstrates accurate medication reconciliation
9. Places treatment plans within the context of a patient's particular social and economic context
10. Minimize unnecessary care including tests
11. Integrates clinical evidence into decision making
12. Identifies the appropriate clinical question for consultative services
13. Models effective written communication
14. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
15. Uses feedback to improve performance

Rotation: Cardiology 6-South PGY 2-4

Content Goals and Objectives

1. Interpret advanced EKGs and use as tool to make management decisions
2. Refer patients for cardiac imaging or procedure
3. Titrate cardiac medications
4. Manage acute coronary syndrome
5. Manage decompensated heart failure
6. Manage arrhythmias
7. Manage anticoagulant (include antiplatelet therapy)
8. Triage cardiac patients to proper care level of care
9. Refer appropriate cardiac patients to palliative care

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Demonstrates cultural humility
3. Creates a safe and engaging learning environment
4. Identifies valuable learning opportunities in the daily tasks of work
5. Delegates tasks according to each team members' level of ability
6. Manages the work of the team
7. Guides and supports bedside presentations that engage the patient and focus the discussion on the patient's central concerns
8. Develops plans of care with input from allied health professionals
9. Integrates clinical evidence into decision making
10. Identifies the appropriate clinical question for consultative services
11. Identifies the factors that contribute to gap(s) between ideal and actual performance of the team
12. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
13. Role models effective communication skills in challenging situations
14. Uses electronic health record effectively (e.g. medication reconciliation, order entry, note writing)
15. Stabilizes patients with urgent or emergent medical conditions and escalates level of care when necessary
16. Uses feedback to improve performance

Rotation: Cardiovascular ICU

Content Goals and Objectives

1. Interpret basic and advanced EKGs
2. Refer patients for cardiac imaging or procedure
3. Manage acute coronary syndrome
4. Manage arrhythmias
5. Manage inotropes and vasopressor agents in the management of shock and heart failure.
6. Interpret pulmonary artery catheter data
7. Manage anticoagulant (include antiplatelet therapy)
8. Assess volume status by physical exam in cardiovascular patients
9. Recognize indications for temporary mechanical circulatory support
10. Refer appropriate cardiac patients to palliative care

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Demonstrates cultural humility
3. Creates a safe and engaging learning environment
4. Identifies valuable learning opportunities in the daily tasks of work
5. Delegates tasks according to each team members' level of ability
6. Manages the work of the team
7. Guides and supports bedside presentations that engage the patient and focus the discussion on the patient's central concerns
8. Develops plans of care with input from allied health professionals
9. Integrates clinical evidence into decision making
10. Identifies the appropriate clinical question for consultative services
11. Identifies the factors that contribute to gap(s) between ideal and actual performance of the team
12. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
13. Role models effective communication skills in challenging situations
14. Uses electronic health record effectively (e.g. medication reconciliation, order entry, note writing)
15. Stabilizes patients with urgent or emergent medical conditions and escalates level of care when necessary
16. Uses feedback to improve performance

Rotation: Digestive Diseases Consults

Content Goals and Objectives

1. Initiate a cost-effective work-up for iron deficiency anemia
2. Begin initial work-up for gastrointestinal bleeding
3. Recommend GI procedures and imaging
4. Manage diarrhea in a hospitalized patient
5. Initiate investigation of abdominal pain
6. Recommend appropriate route for nutritional supplementation
7. Diagnose inflammatory bowel disease

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Digestive Diseases Outpatient

Content Goals and Objectives

1. Take a history specific to gastroenterology

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Liver Consults

Content Goals and Objectives

1. Assess risk factors for acute hepatitis, including the use of herbal and over the counter agents
2. Distinguish between hepatitic, cholestatic, and infiltrative patterns of liver disease
3. Interpret serologic testing for hepatitis A, hepatitis B, and hepatitis C
4. Distinguish between cirrhotic and non-cirrhotic portal hypertension
5. Formulate cost-effective approach to the diagnosis of chronically elevated transaminases
6. Formulate a cost-effective approach to the diagnosis of cholestatic liver disease
7. Identify the salient features of fulminant hepatic failure
8. Identify the indications and contraindications for liver transplantation
9. Manage common sequelae of cirrhosis

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Endocrinology

Content Goals and Objectives

1. Interpret blood glucose readings
2. Titrate insulin based on glucose readings
3. Recommend proper monitoring and management of diabetic microvascular and macrovascular complications
4. Evaluate thyrotoxicosis
5. Manage hypothyroidism
6. Evaluate pituitary adenoma
7. Evaluate hypogonadism
8. Evaluate hypercalcemia
9. Interpret a cosyntropin stimulation test

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: General Internal Medicine: Consults

Content Goals and Objectives

1. Recognize the need for urgent/emergent medical consultation
2. Perform pre-operative risk stratification using published algorithms and validated clinical scoring systems
3. Manage peri-operative elevation of cardiac biomarkers
4. Manage diabetes in the peri-operative setting
5. Manage hypertension in the peri-operative setting
6. Manage anti-platelet and anti-coagulant medication, including DVT prophylaxis, in the peri-operative setting
7. Manage postoperative delirium
8. Assess postoperative fever
9. Lead rapid responses on acutely ill patients

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Demonstrates cultural humility
3. Creates a safe and engaging learning environment
4. Identifies valuable learning opportunities in the daily tasks of work
5. Delegates tasks according to each team members' level of ability
6. Manages the work of the team
7. Guides and supports bedside presentations that engage the patient and focus the discussion on the patient's central concerns
8. Develops plans of care with input from allied health professionals
9. Integrates clinical evidence into decision making
10. Identifies the appropriate clinical question for consultative services
11. Identifies the factors that contribute to gap(s) between ideal and actual performance of the team
12. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
13. Role models effective communication skills in challenging situations
14. Uses electronic health record effectively (e.g. medication reconciliation, order entry, note writing)
15. Stabilizes patients with urgent or emergent medical conditions and escalates level of care when necessary
16. Uses feedback to improve performance

Rotation: General Internal Medicine: Geriatrics

Content Goals and Objectives

1. Advise care partners regarding support and services
2. Assess and mitigate delirium risk
3. Deprescribe unsafe or unneeded medications
4. Elicit goals of care in older adults
5. Perform cognitive assessments
6. Perform functional assessments
7. Provide anticipatory guidance for frailty and dementia
8. Recognize elder abuse/neglect

Rotation: General Internal Medicine Headache and Pain

Content Goals and Objectives

1. Take a focused headache and pain history
2. Perform a focused headache physical examination
3. Develop treatment plan for headache and pain
4. Develop prioritized differential diagnoses

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: General Internal Medicine Long Block

Content Goals and Objectives

1. Manage hypertension
2. Manage diabetes
3. Manage hyperlipidemia
4. Manage pain syndromes
5. Manage preventative health issues
6. Work-up and assess un-differentiated complaints
7. Manage depression
8. Completes charting on time
9. Participates in team meetings

Process Goals and Objectives

1. Completes charting on time
2. Participates in team meetings
3. Meets quality performance goals

Rotation: General Internal Medicine: Private Practice

Content Goals and Objectives

1. Recognize when to refer to specialist
2. Workup thyroid disease
3. Manage complicated diabetes patients
4. Obtain thorough dermatologic history
5. Describe rash using dermatologic terms
6. Manage rhinitis
7. Demonstrate rehabilitation exercises for chronic low back pain
8. Identify red flags of low back pain
9. Manage axial back pain
10. Manage urinary tract infection
11. Palliate symptoms in patients with end-organ disease
12. Manage polypharmacy in a geriatric patient

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: General Internal Medicine: Night Medicine PGY-1

Content Goals and Objectives

1. Manage hyperglycemia
2. Manage elevated blood pressure
3. Diagnose the cause of loss of consciousness and differentiate syncope from other etiologies.
4. Initiate antibiotics for pneumonia
5. Initiate appropriate antibiotic(s) for skin and soft tissue infections
6. Manage exacerbations of obstructive lung disease
7. Manage alcohol withdrawal
8. Manage derangements of electrolytes
9. Assess and mitigate delirium risk
10. Initiate workup and management of fever
11. Manage pain complaints overnight
12. Document cross-cover care
13. Demonstrate ability to synthesize and document clinical reasoning during an initial hospital encounter
14. Manage significant or critical imaging results
15. Follows up on overnight tasks
16. Manage a patient who falls in the hospital

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Completes clinical work efficiently
3. Demonstrates cultural humility
4. Demonstrates respectful behavior to all members of the health care team
5. Performs bedside presentations that engage the patient and address the patient's central concerns
6. Uses teach-back method with patients regarding plan of care
7. Minimizes unfamiliar terms during patient encounters
8. Demonstrates accurate medication reconciliation
9. Places treatment plans within the context of a patient's particular social and economic context
10. Minimize unnecessary care including tests
11. Integrates clinical evidence into decision making
12. Identifies the appropriate clinical question for consultative services
13. Models effective written communication
14. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
15. Uses feedback to improve performance

Rotation: General Internal Medicine: Night Medicine PGY 2-4

Content Goals and Objectives

1. Supervise PGY-1 residents in the care of patients overnight

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Demonstrates cultural humility
3. Creates a safe and engaging learning environment
4. Identifies valuable learning opportunities in the daily tasks of work
5. Delegates tasks according to each team members' level of ability
6. Manages the work of the team
7. Guides and supports bedside presentations that engage the patient and focus the discussion on the patient's central concerns
8. Develops plans of care with input from allied health professionals
9. Integrates clinical evidence into decision making
10. Identifies the appropriate clinical question for consultative services
11. Identifies the factors that contribute to gap(s) between ideal and actual performance of the team
12. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
13. Role models effective communication skills in challenging situations
14. Uses electronic health record effectively (e.g. medication reconciliation, order entry, note writing)
15. Stabilizes patients with urgent or emergent medical conditions and escalates level of care when necessary
16. Uses feedback to improve performance

Rotation: General Internal Medicine Wards PGY-1

Content Goals and Objectives

1. Initiate basal bolus insulin therapy and manage blood glucose over time
2. Manage elevated blood pressure
3. Diagnose the cause of loss of consciousness and differentiate syncope from other etiologies.
4. Initiate antibiotic(s) for pneumonia
5. Initiate antibiotic(s) for skin and soft tissue infections
6. Differentiate urinary tract infection from asymptomatic bacteriuria and initiate appropriate antibiotic therapy
7. Initiate workup of venous thromboembolism
8. Manage exacerbations of obstructive lung disease
9. Initiate management of alcohol withdrawal
10. Manage electrolyte derangements
11. Identify causes of delirium
12. Initiate workup of anemia
13. Initiate workup of diabetic foot ulcer
14. Formulate an initial pain management plan
15. Initiate workup of fever

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Completes clinical work efficiently
3. Demonstrates cultural humility
4. Demonstrates respectful behavior to all members of the health care team
5. Performs bedside presentations that engage the patient and address the patient's central concerns
6. Uses teach-back method with patients regarding plan of care
7. Minimizes unfamiliar terms during patient encounters
8. Demonstrates accurate medication reconciliation
9. Places treatment plans within the context of a patient's particular social and economic context
10. Minimize unnecessary care including tests
11. Integrates clinical evidence into decision making
12. Identifies the appropriate clinical question for consultative services
13. Models effective written communication
14. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
15. Uses feedback to improve performance

Rotation: General Internal Medicine Wards PGY 2-4

Content Goals and Objectives

1. Manage transitions of care for a diabetic patient
2. Manage extremes of blood pressure
3. Perform a cost-effective workup of loss of consciousness
4. Adjust drug route, and duration of therapy for infections based on clinical course
5. Differentiate complicated skin and soft tissue infections from superficial infections, and initiate surgical consultation when necessary
6. Differentiate cellulitis from mimicking skin conditions such as venous stasis
7. Manage and escalate care in a patient with sepsis
8. Manage anticoagulation in a patient with suspected or known venous thromboembolism
9. Manage impending respiratory failure
10. Manage alcohol withdrawal
11. Manage derangements of electrolytes
12. Manage delirium
13. Demonstrate appropriate use of blood products
14. Reassess pain severity and determine need for escalation, de-escalation, and adjuvant therapies
15. Identify patients medically ready for discharge

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Demonstrates cultural humility
3. Creates a safe and engaging learning environment
4. Identifies valuable learning opportunities in the daily tasks of work
5. Delegates tasks according to each team members' level of ability
6. Manages the work of the team
7. Guides and supports bedside presentations that engage the patient and focus the discussion on the patient's central concerns
8. Develops plans of care with input from allied health professionals
9. Integrates clinical evidence into decision making
10. Identifies the appropriate clinical question for consultative services
11. Identifies the factors that contribute to gap(s) between ideal and actual performance of the team
12. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
13. Role models effective communication skills in challenging situations
14. Uses electronic health record effectively (e.g. medication reconciliation, order entry, note writing)
15. Stabilizes patients with urgent or emergent medical conditions and escalates level of care when necessary
16. Uses feedback to improve performance

Rotation: Initiative on Poverty Justice and Health

Content Goals and Objectives

1. Identify a patient at risk for vulnerability in a clinical setting
2. Refer a patient to a community resource based upon the stated need during a clinical encounter
3. Recognize a cultural-bounded syndrome or belief
4. Identify a health disparity that affects the health of a vulnerable patient during an encounter
5. Manage a chronic medical condition in a resource-limited setting
6. Collect a relevant social history on a vulnerable patient
7. Use an interpreter in a patient encounter

Rotation: International Medicine

Content Goals and Objectives

1. Personally prepare for travel (packing, vaccines, visas etc.)
2. Research and present topics appropriate to the region of travel during the pre-planning phase
3. Deliver educational activity for the destination community-at-large and accompanying healthcare givers
4. Create and deliver on-site projects as assigned
5. Demonstrate cultural sensitivity
6. Demonstrate flexibility of on-site education and care plans
7. Utilize scarce resources in a creative and practical manner

Rotation: Medical Teaching Med Ed Elective

Content Goals and Objectives

1. Design an education-related scholarly project
2. Lead a small group education session
3. Give an effective didactic lecture
4. Provide feedback to a colleague on their teaching
5. Teach history and physical exam skills
6. Develop a teaching philosophy through self-reflection
7. Identify specific ways in which the IM residency's curriculum could be improved

Rotation: Medical Education Theory

Content Goals and Objectives

1. Describe the information processing model
2. Integrate retrieval practice, spacing, interleaving, and elaboration into learning plans
3. Describe the differences between formative and summative assessment
4. Provide feedback to peers and learners
5. Write learning objectives
6. Give small or large group presentations using PowerPoint
7. Teach in clinical situations using one of the following frameworks: OMP, SNAPPS, Bloom's taxonomy
8. Complete a project map for a medical education scholarly project
9. Describe the strengths and limitations of qualitative research
10. Provide feedback to a colleague on their teaching
11. Develop a teaching philosophy through self-reflection
12. Identify ways in which the residency's curriculum could be improved

Rotation: Pain Management

Content Goals and Objectives

1. Assess pain using an established pain scale
2. Diagnose a chronic pain syndrome
3. Order advanced imaging in the work-up of a pain syndrome
4. Initiate a pain regimen for a chronic pain syndrome
5. Communicate and monitor for side effects of pain medications
6. Titrate narcotic pain medication
7. Manage non-narcotic adjuvant pain medication
8. Initiate non-pharmacological treatments for chronic pain.
9. Uses shared decision making strategies for complicated or ambiguous pain management scenarios

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Palliative Care

Content Goals and Objectives

1. Treat pain encountered with terminal illness
2. Utilize narcotic table to titrate pain medications
3. Assist patient and families in setting and clarifying goals at the end of life
4. Communicate with family members whose loved ones have cognitive impairment or altered mental status
5. Explore and respond to patient/family experiences when transitioning from curative to comfort care
6. Identify common reasons for hospital re-admission from hospice care
7. Prepare patients and families for inpatient versus outpatient hospice transitions

Rotation: Sports Medicine

Content Goals and Objectives

1. Take a musculoskeletal history
2. Perform a musculoskeletal examination
3. Develop prioritized differential diagnoses
4. Perform knee injection
5. Perform shoulder injection

Rotation: Bone Marrow Transplant

Process-Based Goals and Objectives

1. Acquire accurate and relevant history
2. Perform an accurate physical exam
3. Develop prioritized differential diagnoses
4. Develop an evidence-based diagnostic and therapeutic plan

Rotation: Hematology/Oncology Consults

Content Goals and Objectives

1. Determine cause of leukocytosis
2. Determine cause of anemia
3. Determine the causes of thrombocytopenia
4. Manage anticoagulation of venous thromboembolism in the cancer patient
5. Determine need for plasmapheresis in the setting of TTP.
6. Differentiate between various types of hemolytic anemia
7. Initiate diagnostic work-up for suspected Heparin Induced Thrombocytopenia.
8. Manage direct thrombin inhibitors for Heparin Induced Thrombocytopenia.
9. Initiate evaluation for acute chest syndrome in sickle cell anemia.
10. Adjust long-acting and/or short-acting narcotics in cancer and sickle cell patients.
11. Initiate work-up of spinal cord compression

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Hematology/Oncology Outpatient

Content Goals and Objectives

1. Determine cause of anemia
2. Evaluate disorders of hemostasis
3. Evaluate myeloproliferative disorders, myeloma and/or MGUS
4. Manage the common complications chemotherapy and other cancer treatments
5. Order imaging and tissue studies to properly stage malignancies
6. Discuss the rationale for systemic therapy in the neoadjuvant, adjuvant, and metastatic settings.

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Infectious Diseases Inpatient Consults

Content Goals and Objectives

1. Initiate workup of fever of unknown origin
2. Select antibiotic therapy and duration for organisms with antibiotic resistance
3. Manage endocarditis
4. Manage suspected meningitis
5. Select type, dose, and duration of antibiotic therapy for osteomyelitis
6. Select type, dose, and duration of antibiotic therapy for complicated urinary tract infections
7. Select type, dose, and duration of therapy for post-operative infections
8. Determine diagnostic testing and treatment of infectious colitis
9. Adjust type, dose, and duration of therapy for pneumonia based on historical risk factors and clinical course
10. Select antibiotics and duration of therapy for treatment of bacteremia

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Infectious Diseases Outpatient Consults

Content Goals and Objectives

1. Perform a history and physical exam for patients with HIV
2. Select initial therapy for patients diagnosed with HIV
3. Identify and assess clinically significant drug interactions between antiretroviral medications and concomitant drug therapy.
4. Determine duration of treatment for osteomyelitis
5. Select type, dose, and duration of antibiotic therapy for skin and soft-tissue infections.
6. Initiate diagnostic testing in patients with suspected venereal diseases.
7. Determine screening for viral hepatitis.
8. Determine treatment for latent TB infection.

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Infectious Diseases Outpatient Transplant

Content Goals and Objectives

1. Initiate workup of fever of unknown origin in an immunocompromised host
2. Recommend appropriate post transplant prophylactic antimicrobials
3. Diagnose and treat CMV viremia and CMV tissue invasive disease
4. Select appropriate agent and duration of therapy for UTI in a kidney transplant patient
5. Identify nosocomial infections in the immediate post transplant period
6. Treat intra-abdominal abscess/biloma in the liver transplant patient
7. Diagnose and treat *Clostridium difficile* colitis
8. Initiate diagnostic workup for invasive fungal infections
9. Choose correct empiric antibiotics for neutropenic fever

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Nephrology Consults

Content Goals and Objectives

1. Initiate workup for acute renal failure
2. Manage hypokalemia and hyperkalemia
3. Initiate workup for disorders of sodium
4. Initiate management of hypertensive emergency
5. Initiate workup for acid base disturbances
6. Recommend acute dialysis for selected patients
7. Manage kidney disease for hospitalized patients

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Nephrology Wards PGY-1

Content Goals and Objectives

1. Manage acute renal failure
2. Manage extremes of blood pressure
3. Manage hyperkalemia in the renal patient
4. Dose drugs appropriate to the level of renal function
5. Refer appropriate patients with acute and chronic renal failure for renal replacement therapy
6. Manage parathyroid abnormalities in the renal patient
7. Demonstrate appropriate use of blood products and EPO analogues in CKD and ESRD patients
8. Implement a diagnostic work-up for metabolic acidosis and alkalosis

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Completes clinical work efficiently
3. Demonstrates cultural humility
4. Demonstrates respectful behavior to all members of the health care team
5. Performs bedside presentations that engage the patient and address the patient's central concerns
6. Uses teach-back method with patients regarding plan of care
7. Minimizes unfamiliar terms during patient encounters
8. Demonstrates accurate medication reconciliation
9. Places treatment plans within the context of a patient's particular social and economic context
10. Minimize unnecessary care including tests
11. Integrates clinical evidence into decision making
12. Identifies the appropriate clinical question for consultative services
13. Models effective written communication
14. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
15. Uses feedback to improve performance

Rotation: Nephrology Wards PGY 2-4

Content Goals and Objectives

1. Manage acute renal failure
2. Manage extremes of blood pressure
3. Manage derangements of sodium
4. Dose drugs appropriate to the level of renal function
5. Refer patients with acute and chronic renal failure for renal replacement therapy
6. Manage parathyroid abnormalities in the renal patient
7. Demonstrate appropriate use of blood products and EPO analogues in CKD and ESRD patients
8. Implement a diagnostic work-up for metabolic acidosis and alkalosis
9. Manage CKD patients in the peri-operative setting
10. Manage an immunosuppressed patient

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Demonstrates cultural humility
3. Creates a safe and engaging learning environment
4. Identifies valuable learning opportunities in the daily tasks of work
5. Delegates tasks according to each team members' level of ability
6. Manages the work of the team
7. Guides and supports bedside presentations that engage the patient and focus the discussion on the patient's central concerns
8. Develops plans of care with input from allied health professionals
9. Integrates clinical evidence into decision making
10. Identifies the appropriate clinical question for consultative services
11. Identifies the factors that contribute to gap(s) between ideal and actual performance of the team
12. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
13. Role models effective communication skills in challenging situations
14. Uses electronic health record effectively (e.g. medication reconciliation, order entry, note writing)
15. Stabilizes patients with urgent or emergent medical conditions and escalates level of care when necessary
16. Uses feedback to improve performance

Rotation: Transplant Nephrology

Content Goals and Objectives

1. Diagnose infections in renal transplant patients
2. Manage infections in renal transplant patients
3. Diagnose cause of renal allograft dysfunction
4. Review indications and side effects of immunosuppressive medications with renal transplant patients
5. Evaluate the potential living kidney donor

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Interventional Pulmonology

Content Goals and Objectives

1. Demonstrate pre-procedure evaluation for someone pending bronchoscopy
2. Perform work-up of suspected lung cancer/nodule
3. Identify bronchoscopy indications for patients
4. Interpret thoracentesis findings
5. Discuss therapeutic options for problems identified by interventional pulmonology

Rotation: MICU PGY-1

Content Goals and Objectives

1. Identify appropriate circumstances to use non-invasive positive pressure ventilation (NIPPV) such as CPAP or BiPAP for acute respiratory failure
2. Manage ventilator changes
3. Identify how to change a ventilator to improve ventilation and oxygenation in acute respiratory failure
4. Identify when it is appropriate to intubate a patient in acute respiratory failure
5. Deliver appropriate goal-directed therapy for severe sepsis.
6. Interpret Chest X-Ray for common lung disorders
7. Perform central lines
8. Perform thoracentesis
9. Perform intubation
10. Perform arterial lines

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Completes clinical work efficiently
3. Demonstrates cultural humility
4. Demonstrates respectful behavior to all members of the health care team
5. Performs bedside presentations that engage the patient and address the patient's central concerns
6. Uses teach-back method with patients regarding plan of care
7. Minimizes unfamiliar terms during patient encounters
8. Demonstrates accurate medication reconciliation
9. Places treatment plans within the context of a patient's particular social and economic context
10. Minimize unnecessary care including tests
11. Integrates clinical evidence into decision making
12. Identifies the appropriate clinical question for consultative services
13. Models effective written communication
14. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
15. Uses feedback to improve performance

Rotation: MICU PGY 2-4

Content Goals and Objectives

1. Implement the appropriate mode of ventilatory assistance for acute respiratory failure
2. Manage ventilator changes
3. Use low tidal volume strategy where appropriate for ARDS
4. Recite and apply the criteria for decision making on extubating patients
5. Differentiate the causes and findings of cardiogenic from distributive and septic forms of shock
6. Deliver appropriate goal-directed therapy for severe sepsis
7. Interpret Chest X-Ray for common lung disorders
8. Perform central lines
9. Perform thoracentesis
10. Perform intubation
11. Perform arterial lines

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Demonstrates cultural humility
3. Creates a safe and engaging learning environment
4. Identifies valuable learning opportunities in the daily tasks of work
5. Delegates tasks according to each team members' level of ability
6. Manages the work of the team
7. Guides and supports bedside presentations that engage the patient and focus the discussion on the patient's central concerns
8. Develops plans of care with input from allied health professionals
9. Integrates clinical evidence into decision making
10. Identifies the appropriate clinical question for consultative services
11. Identifies the factors that contribute to gap(s) between ideal and actual performance of the team
12. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
13. Role models effective communication skills in challenging situations
14. Uses electronic health record effectively (e.g. medication reconciliation, order entry, note writing)
15. Stabilizes patients with urgent or emergent medical conditions and escalates level of care when necessary
16. Uses feedback to improve performance

Rotation: Pulmonary Advanced Critical Care

Content Goals and Objectives

1. Demonstrate proficiency in the placement of a central venous catheter
2. Demonstrate proficiency in the placement of an arterial line
3. Demonstrate proficiency in endotracheal intubation
4. Demonstrate appropriate use of ultrasound during invasive procedures
5. Describe the benefits and limitations associated with different modes of mechanical ventilation
6. Make appropriate recommendations for adjustment of ventilator settings

Rotation: Pulmonary Consults

Content Goals and Objectives

1. Interpret pulmonary function tests
2. Work-up lung nodule or mass
3. Differentiate a transudative from an exudative pleural effusion, correctly apply further testing and treatment based on this differentiation
4. Recommend bronchoscopy for various clinical scenarios
5. Utilize oximetry and arterial blood gas results to determine the need for supplemental oxygen therapy
6. Initiate the diagnostic evaluation for a patient with suspected pulmonary arterial hypertension
7. Initiate the management of suspected interstitial lung disease
8. Refer for right heart catheterization when indicated
9. Recognize the risk factors and clinical signs/symptoms associated with sleep apnea.
10. Initiate diagnostic workup for hemoptysis

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Pulmonary Outpatient

Content Goals and Objectives

1. Interpret pulmonary function tests
2. Refer patients for pulmonary rehabilitation
3. Discuss a 2nd line or 3rd line smoking cessation plan for a patient who failed 1st line therapy
4. Initiate the basic workup for a patient with undifferentiated interstitial lung disease
5. Provide first line therapy to a cystic fibrosis patient presenting with a new productive cough
6. Manage a patient on chronic home oxygen therapy who presents with the complaint of dyspnea

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Sleep Medicine

Content Goals and Objectives

1. Take a sleep history
2. Formulate a differential diagnosis for insomnia
3. Formulate a differential diagnosis for hypersomnia
4. Recognize basic circadian rhythm disorders, such as shift work disorder, delayed sleep phase, jet lag and advanced sleep phase
5. Order the proper sleep study for a given patient
6. Advise patients on the various respiratory assist devices utilized in the treatment of sleep apnea

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Allergy

Content Goals and Objectives

1. Manage asthma
2. Manage rhinitis
3. Determine the appropriate initial laboratory evaluation for a suspected immune deficiency
4. Refer patients for allergy skin testing
5. Evaluate individuals with urticaria/angioedema
6. Prescribe emergency treatment plan for a patient at risk for anaphylaxis

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Rheumatology

Content Goals and Objectives

1. Take a rheumatologic history
2. Perform a musculoskeletal exam
3. Generate a broad differential for rheumatologic diseases based on patient presentations
4. Identify key elements of inflammatory arthritis that distinguish it from non-inflammatory diseases
5. Explore the role for immunomodulatory therapy (including steroids) for patients

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Anesthesia

Content Goals and Objectives

1. Perform preoperative evaluations
2. Attain IV access in a preoperative patient
3. Perform bag-mask ventilation
4. Intubate trachea
5. Chart the patient's course through the perioperative period

Rotation: Addiction Medicine

Content Goals and Objectives

1. Develop treatment plans for patients with Substance Use Disorder (SUD)
2. Identify the 6 stages of change based on American Society of Addiction Medicine (ASAM) criteria
3. Identify key aspects in management between patients taking medication assisted treatment (MAT)
4. Identify common drug-drug interactions between medication- assisted treatment (MAT) and medications used in the hospital for patients with Substance Use Disorder and/or IV drug use
5. Identify common false positives results and important aspects of Urine Drug Screening (UDS) interpretation in patients with Substance Use Disorder (SUD)

Rotation: Emergency Department UH

Content Goals and Objectives

1. Develop initial treatment plan for patients with suspected infection
2. Develop initial treatment plan for patients with chest pain
3. Develop treatment plan for patients with shortness of breath
4. Obtain a history and physical exam in a timely manner
5. Manage multiple patients simultaneously
6. Triage patient to proper level of care
7. Communicate effectively with consultants

Rotation: Emergency Department VA

Content Goals and Objectives

1. Develop initial treatment plan for patients with suspected infection
2. Develop initial treatment plan for patients with chest pain
3. Develop treatment plan for patients with shortness of breath
4. Obtain a history and physical exam in a timely manner
5. Manage multiple patients simultaneously
6. Triage patient to proper level of care
7. Communicate effectively with consultants

Rotation: Neurology Consults

Content Goals and Objectives

1. Evaluate altered mental status
2. Perform a comprehensive neurological examination
3. Localize neurologic lesions
4. Order diagnostic testing for neurologic disease
5. Prescribe antiplatelet therapy for vascular disease
6. Prescribe medication for seizure disorder
7. Recognize acute stroke and activate stroke team

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Neurology Wards

Content Goals and Objectives

1. Evaluate altered mental status
2. Perform a comprehensive neurological examination
3. Localize neurologic lesions
4. Order diagnostic testing for neurologic disease
5. Prescribe antiplatelet therapy for vascular disease
6. Prescribe medication for seizure disorder
7. Recognize acute stroke and begin initial management
8. Manage anticoagulation for patients with neurologic diseases

Process-Based Goals and Objectives

1. Admits mistakes freely
2. Completes clinical work efficiently
3. Demonstrates cultural humility
4. Demonstrates respectful behavior to all members of the health care team
5. Performs bedside presentations that engage the patient and address the patient's central concerns
6. Uses teach-back method with patients regarding plan of care
7. Minimizes unfamiliar terms during patient encounters
8. Demonstrates accurate medication reconciliation
9. Places treatment plans within the context of a patient's particular social and economic context
10. Minimize unnecessary care including tests
11. Integrates clinical evidence into decision making
12. Identifies the appropriate clinical question for consultative services
13. Models effective written communication
14. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
15. Uses feedback to improve performance

Rotation: Ophthalmology

Content Goals and Objectives

1. Take an ophthalmologic history
2. Perform an ophthalmologic exam
3. Develop an ophthalmologic differential diagnosis
4. Integrate clinical evidence into decision making

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Demonstrates cultural humility
3. Gathers subtle, sensitive, and complicated information that may not be volunteered by the patient
4. Engages with patients in shared decision making, informed by each patient's payment models
5. Uses teach-back method with patients regarding plan of care
6. Minimize unnecessary care including tests
7. Integrates clinical evidence into decision making
8. Models effective written communication
9. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
10. Uses feedback to improve performance

Rotation: Psychiatry Consults

Content Goals and Objectives

1. Differentiate primary psychiatric disorders from delirium and other metabolic/organic derangements
2. Conduct a comprehensive psychiatric interview of a medically ill patient
3. Construct a comprehensive psychiatric treatment plan for a medically ill patient
4. Assess the specific intentions of the referring physician for any given request for psychiatric consultation
5. Communicate with the referring service about the psychiatric assessment both verbally and through concise, non-technically worded notes
6. Communicate with the referring service about the psychiatric assessment both verbally and through concise, non-technically worded notes
7. Undertake the psychotherapeutic treatment of at least one patient with a psycho-physiological illness

Process-Based Goals and Objectives

1. Completes clinical work efficiently
2. Communicates with the referring service (verbally or written)
3. Communicates complex care plans to patients
4. Integrates clinical evidence into decision making
5. Recognizes the scope of his/her abilities and ask for supervision and assistance appropriately
6. Uses feedback to improve performance

Rotation: Ultrasound

Content Goals and Objectives

1. Demonstrate appropriate ultrasound probe choice for cardiac, abdominal, and vascular evaluations
2. Acquire ultrasound imaging of the four basic cardiac views: parasternal long, parasternal short, subcostal, and the apical four chamber
3. Interpret basic cardiac systolic function as grossly normal, hyperdynamic, or globally depressed
4. Acquire images of IVC collapsibility in evaluation of a patient's volume status
5. Perform an abdominal FAST exam
6. Interpret ultrasound imaging of abdominal anatomy during paracentesis
7. Acquire ultrasound imaging assessing lower extremity DVT
8. Interpret bedside DVT ultrasound images
9. Evaluate the chest with ultrasound for abnormal pleural findings in pneumonia, pneumothorax, and pleural effusion
10. Demonstrate ultrasound techniques to assist with safe central line placement
11. Demonstrate ultrasound techniques to assist with safe thoracentesis
12. Interpret ultrasound imaging of chest anatomy during thoracentesis
13. Demonstrate ultrasound techniques to assist with safe paracentesis
14. Refer patients for formal ultrasound study based on bedside examination and ultrasound

Rotation: Research

Content Goals and Objectives

1. Develop a hypothesis driven research question
2. Develop a short research proposal
3. Choose the appropriate study design for a project
4. Demonstrate proper ethics in medical research
5. Interpret the results of a research project
6. Write a research abstract
7. Present a poster or PowerPoint presentation on research project
8. Recognize and manage conflicts of interest (such as caring for family members and professional associates as patients)

Rotation: Designer Elective

Content Goals and Objectives

1. Residents will create their own content based goals and objectives as part of designing the elective.

Process-Based Goals and Objectives

1. The process-based goals and objectives will vary according to the type of rotation created

Summary Statements, Narrative Comments, and Multisource Evaluation

Overall Evaluation					
Knowledge	Minimal knowledge without connecting it to practice	Working knowledge of key aspects of practice	Good working and background knowledge of area of practice	Depth of understanding of discipline and area of practice	Authoritative knowledge of discipline and deep tacit understanding across area of practice
Standard of work	Unlikely to be satisfactory unless closely supervised	Straightforward tasks likely to be completed to an acceptable standard	Able to complete more complex tasks, but may lack refinement	Fully acceptable standard achieved routinely	Excellence achieved with relative ease
Autonomy	Needs close supervision or instruction	Able to achieve some steps using own judgment, but supervision needed for overall task	Able to achieve most tasks using own judgment	Able to take full responsibility for own work (and that of others where applicable)	Able to take responsibility for going beyond existing standards and creating own interpretations
Coping with complexity	Little or no conception of dealing with complexity	Appreciates complex situations but only able to achieve partial resolution	Copes with complex situations through deliberate analysis and planning	Deals with complex situations holistically, decision-making more confident	Holistic grasp of complex situations, moves between intuitive and analytical approaches with ease
AREAS OF STRENGTH -- please comment on areas of clinical strength -- use vignettes and stories to demonstrate your points (minimum 50 words)					
OPPORTUNITIES FOR IMPROVEMENT -- please comment on opportunities for improvement -- use vignettes and stories to demonstrate your points. What is your action plan? (minimum 50 words)					

Multisource: Resident Evaluation by Students

Goals and Objectives

1. Did this resident treat you with respect?
2. Did this resident answer your questions?
3. Did this resident give you constructive feedback?
4. What is one thing this resident does well?
5. What is one thing this resident can improve?

Multisource: Interns and Residents by Ward Nurses

Goals and Objectives

1. Respond to pages in timely and courteous manner
2. Demonstrates respectful behavior to all members of the health care team.
3. Demonstrate empathy, compassion, and a commitment to relieve pain and suffering
4. Receptive to the unique information/learning/skills development that nurses and allied health professionals have to offer?

Multisource: Interns and Residents by Critical Care Nurses

Goals and Objectives

1. Create a collaborative learning/teaching environment that incorporates other staff members including nursing
2. Demonstrate communication regarding patient care to other healthcare team members in a timely manner
3. Manage patients care in a safe manner
4. Escalate care in a critical or unstable patient

Multisource: Interns and Residents by Case Managers and Social Workers

Goals and Objectives

1. Works with the interdisciplinary team to help meet patient needs
2. Receptive to the unique information/learning/skills that case managers, social workers and/or other allied health professionals have to offer
3. Demonstrates respectful behavior to all members of the health care team

Multisource: Interns and Residents by Chief Residents

Goals and Objectives

1. On time for conferences
2. Actively participates in teaching conferences
3. Uses off days per residency guidelines
4. Attends conferences as appropriate

Multisource: Interns and Residents by Graduate Medical Education Staff

Goals and Objectives

1. Submits evaluations by given deadlines
2. Responds to residency requests by given deadlines (e.g.. TB tests, duty hours, flu shots, conference attendance, scholarly requirements etc.)
3. Demonstrates professional conduct and sensitivity towards residency staff

Multisource: Interns and Residents by Fellows

Goals and Objectives

1. Perform bedside presentations that engage the patient and focus the discussion around the patient's central concerns
2. Demonstrate empathy, compassion, and a commitment to relieve pain and suffering
3. Role model effective communication skills in challenging situations
4. Demonstrate safe, accurate, and complete hand-offs
5. Assist colleagues in the provision of duties
6. Used information taught in senior prep (also known as Weesner prep) to prepare interns and students for academic half day