



Elson S. Floyd College of Medicine

WASHINGTON STATE UNIVERSITY

Washington State University Elson S. Floyd College of Medicine

MILESTONES 2020

Vision

Washingtonians living longer, better.

Mission

To solve problems in challenging health care environments across the state of Washington.

Glossary

Competency Domains – Domains of Competence: The six broad distinguishable areas of competence that in the aggregate constitute a general descriptive framework for a profession. These were initially defined by the Accreditation Council for Graduate Medical Education (ACGME) and American Board of Medical Specialties (ABMS) as necessary to be an effective practicing physician.

Competence: The array of abilities [knowledge, skills, attitudes] across multiple domains or aspects of performance in a certain context, also Referred as “Program Level Objectives”.

Sub-competencies: Specific knowledge, skills, and attitudes that defines a Competency Domain.

Enabling Competencies: Additive element(s) of a particular Sub-competency.

Milestones: Statements or descriptive qualifiers; meaningful narrative measurement of knowledge, skills, or attitudes describing the progression along the continuum of attaining competence.

Outcome: A statement in specific and measurable terms that describes what the learner will know or be able to do as a result of engaging in a particular set of learning activities.

Objective : A statement in specific and measurable terms that describes what the learner will know or be able to do as a result of engaging in a particular learning activity.

Washington State University Elson S. Floyd College of Medicine incorporates core competencies that our faculty commits to teaching, and our students are expected to learn, which will be evaluated to ensure that all graduating students attain the appropriate level of competence to succeed in their careers.

Competency Domains and Program Level Objectives

All competencies must be achieved at a level sufficient for entry into graduate medical education, enabling students to lead, innovate, and solve problems in challenging health care environments.

- 1. Medical and Scientific Knowledge**
 - Demonstrates knowledge of established and evolving concepts in medicine including biomedical, clinical, epidemiological, health systems, and social-behavioral perspectives in the care of patients and communities

- 2. Patient Care and Health Promotion**
 - Provides evidence-based care that is compassionate, culturally-appropriate, and effective for illness prevention, health promotion, management, and treatment of disease, and improvement in quality of life, including end-of-life care

- 3. Professionalism and Self-awareness**
 - Demonstrates commitment and adherence to principles of the profession, and awareness of one's own interests, personal biases, vulnerabilities, and limitation of knowledge

- 4. Practice-based and Life-long Learning**
 - Demonstrates the ability to appraise, assimilate, and incorporate scientific evidence and innovate as needed to evaluate and improve patient care practices based on continuous self-evaluation and life-long learning

- 5. Systems-based and Inter-professional Practice**
 - Demonstrates awareness of and responsiveness to the larger context of health care, and the ability to call on system resources, including other health care professionals, to provide optimal care

- 6. Interpersonal and Communication Skills**
 - Demonstrates effective information exchange and collaboration with patients, patients' families, peers, other health professionals, and the community to enhance care

WSU College of Medicine Milestones Structure		
Competency	Sub-Competency	Enabling Competency
Medical and Scientific Knowledge	Knowledge Building	Structure and Function of the Human Body
	Knowledge Integration	Evidence-based Knowledge Acquisition
		Application and Integration
Patient Care and Health Promotion	Knowledge Transfer	
	Medical History	Medical History
	Physical Examination	Physical Examination
	Clinical Reasoning	Reasoning
		Differential diagnosis
		Diagnostic work-up
	Management	Assessment and Plan
		Longitudinal Patient Care
Patient-Centered Care and Health Promotion		
Documentation	Documentation	
Procedural Skills	Technical Skills / Procedures	
Urgent Care	Urgent Care	
Professionalism and Self Awareness	Professionalism	Attitude / Demeanor
		Compassion and Respect
		Integrity
		Accountability
	Self-awareness	Discernment
		Cultural Humility
Ethical Practice	Ethics	
	Values	
Practice-based and Life-long Learning	Self-ownership of Learning	Informed Self-assessment
		Receptivity to Feedback
		Interpretation and Provision of Feedback
	Continual Improvement	Curiosity and Inquiry
		Limitation of knowledge/skills
		Prioritization
Competence		
System-based and Inter-professional Practice	Teambuilding and Teamwork	Roles and Responsibilities
		Initiative and Contribution
		Interpersonal Collaboration
	Health Systems Science	Structure and Function of Health Care Delivery
		Patient Safety
		Quality Improvement
	Community and Population Health	Social Determinants and Health Equity
Advocacy and Health Advocate		
Interpersonal and Communication Skills	Interpersonal and Intergroup Relationships	Insights
		Adaptability
		Inclusivity
	Communication	Medical Information
		Active Listening
		Intercultural Awareness
		Respectful communication
	Written/Oral Fluency	Content
		Organization
Flow and Style		

WSU College of Medicine Milestones 2020

Competency Domain	Sub-Competency	Enabling Competency	Milestone Year 1	Milestone Year 2	Milestone Year 3	Milestone Year 4	
Medical and Scientific Knowledge	Knowledge Building	Structure and Function of the Human Body	Analyze the normal and abnormal structure and function of the human body				
	Knowledge Integration	Evidence-based Knowledge Acquisition	Identify credible sources of information and apply levels of evidence to solve simulated clinical problems	Critically appraise information to solve clinical problems			
		Application and Integration	Integrate biomedical, social, clinical science, and health systems knowledge to address simulated clinical scenarios	Integrate biomedical, social, clinical science, and health systems knowledge to address clinical scenarios			
		Knowledge Transfer	Organize and synthesize medical and scientific knowledge for educating others	Organize and synthesize medical and scientific knowledge for educating peers, healthcare team members			
Patient Care and Health Promotion	Medical History	Medical History	Obtain a hypothesis driven comprehensive medical history in a standardized environment	Obtain a complete or focused medical history considering the patient's clinical situation	Obtain an appropriately thorough relevant and reproducible medical history considering the patient's clinical situation		
	Physical Examination	Physical Examination	Perform a clinically relevant complete physical examination in a standardized environment	Perform a clinically relevant physical exam pertinent to the setting and purpose of the patient's visit	Perform a clinically relevant, appropriately thorough and reproducible physical exam pertinent to the setting and purpose of the patient's visit		
	Clinical Reasoning	Reasoning	Demonstrate an investigatory and analytic approach to clinical situations				
		Differential diagnosis	Formulate and prioritize a plausible differential diagnosis in a standardized environment	Formulate and prioritize a plausible differential diagnosis considering all relevant sources of information for common conditions	Independently formulate and prioritize a plausible differential diagnosis considering all relevant sources of information for common and complex clinical presentations		
		Diagnostic work-up	Recommend evidence-based investigations to discriminate between diagnoses in a standardized environment	Recommend and defend evidence-based investigations to discriminate between diagnoses for common conditions taking into consideration the patient preferences and the specific clinical context	Recommend and defend evidence-based investigations to discriminate between diagnoses for common and complex conditions taking into consideration the patient preferences and the specific clinical context		

Competency Domain	Sub-Competency	Enabling Competency	Milestone Year 1	Milestone Year 2	Milestone Year 3	Milestone Year 4
	Management	Assessment and Plan	Propose a treatment and management plan based on synthesis and interpretation of clinical and diagnostic investigations in a standardized environment		Recommend and defend treatment and management plans based on synthesis and interpretation of clinical and diagnostic investigations for common conditions taking into consideration the patient's preferences and the specific clinical context	Recommend and defend treatment and management plans based on synthesis and interpretation of clinical and diagnostic investigations for common and complex conditions taking into consideration the patient's preferences and the specific clinical context
		Longitudinal Patient Care	Outline opportunities to support and potential barriers to providing continuity of care		Independently develop plans to assure continuity of care considering patients preferences and specific clinical context	
		Patient-Centered Care and Health Promotion	Propose health promotion activities taking into consideration the patients' culture and preferences		Adapt and implement health promotion activities taking into consideration the patients' culture and preferences	
	Documentation	Documentation	Gather, organize, and document medical information			
	Procedural Skills	Technical Skills / Procedures	Perform clinical procedures using informed consent, where applicable, in a standardized environment	Perform clinical procedures and counseling using informed consent where applicable		
	Urgent Care	Urgent Care	Recognize patients with severe illnesses and activate responses in a standardized environment	Recognize severity of patient illness, ask for help, and participate in the intervention and management	Recognize severity of patient illness and indications for escalating care, ask for help, and initiate intervention and management	
	Professionalism and Self Awareness	Professionalism	Attitude / Demeanor	Demonstrate professional verbal and non-verbal behavior, mannerisms, and respect even under duress		
Compassion and Respect			Demonstrate sympathy and empathy and willingness to help others with due regard for the feelings, wishes, rights, or traditions of others			
Integrity			Demonstrate honesty, fairness and adhere to strong moral and ethical principles and values			
Accountability			Demonstrate ownership of required tasks, patient care responsibilities, and prioritize competing demands			
Self-awareness		Discernment	Demonstrate understanding of one's limitations and when/how to seek help when needed	Recognize limitations, act only within one's capabilities, and ask for help when needed	Recognize limitations, proactively anticipate situations requiring help, act only within one's capabilities, and ask for help when needed	
		Cultural Humility	Maintain an interpersonal stance that is other-oriented and respectful of others' beliefs, assumptions and values			

Competency Domain	Sub-Competency	Enabling Competency	Milestone Year 1	Milestone Year 2	Milestone Year 3	Milestone Year 4	
	Ethical Practice	Ethics	Analyze and apply appropriate ethical frameworks to simulated clinical scenarios		Analyze and apply appropriate ethical frameworks to clinical practice	Integrate ethical decision making into clinical practice	
		Values	Accept one's own moral stance might differ from others'	Engage in civil discourse when moral conflict arises between peers and with supervisors	Engage in civil discourse in situations when moral conflict arises between peers, supervisors, health care team members, patients and their family members		
Practice-based and Life-long Learning	Self-ownership of Learning	Informed Self-assessment	Use different sources of information for analyzing performance				
		Receptivity to Feedback	Demonstrate receptivity to feedback information from multiple sources	Seek performance feedback information from multiple sources			
		Interpretation and Provision of Feedback	Translate informed self-assessment and multisource feedback into personal learning plans				
	Continual Improvement	Curiosity and Inquiry	Formulate questions and pursue answers			Demonstrate a systematic approach to track and pursue emerging questions	
		Limitation of knowledge/skills	Recognize knowledge gaps, assume personal responsibility to address them, and ask for help			Recognize knowledge gaps, accept advancing responsibility to address them and ask for help	Anticipate potential knowledge gaps and proactively seek guidance and/or learning opportunities to address them
		Prioritization	Sequence and complete identified tasks effectively and independently				
		Competence	Pursue personal learning plan in response to external guidance	Independently generate plan for continuous personal improvement, and holds self-accountable			
System-based and Inter-professional Practice	Teambuilding and Teamwork	Roles and Responsibilities	Recognize roles and responsibilities and enact them as necessary for effective team functioning			Accept advancing responsibility for effective team functioning, leading when necessary	
		Initiative and Contribution	Participate in and lead team activities in all academic environments			Participate in and lead team activities in health care settings	
		Interpersonal Collaboration	Share information and align activities to achieve desired team outcomes			Share authority, responsibility, and accountability for desired team outcomes	
	Health Systems Science	Structure and Function of Health Care Delivery	Identify structures and functions within the health care system that enhance or impede the health of individuals and populations			Propose interventions to address healthcare system gaps and dysfunction to improve the health of individuals and populations	

Competency Domain	Sub-Competency	Enabling Competency	Milestone Year 1	Milestone Year 2	Milestone Year 3	Milestone Year 4
		Patient Safety	Demonstrate knowledge of patient safety practices		Apply knowledge of patient safety practices	
		Quality Improvement	Demonstrate knowledge of quality improvement methods		Apply knowledge of quality improvement methods	
	Community and Population Health	Social Determinants and Health Equity	Demonstrate knowledge of social determinants that impact the health of individuals and communities		Develop and implement strategies to address social determinants that impact the health of individuals and their communities	
		Advocacy and Health Advocate	Design strategies to engage in advocacy and health advocacy initiatives to improve the health of patients and populations		Engage in advocacy and health advocacy initiatives to improve the health of patients and populations	
Interpersonal and Communication Skills	Interpersonal and Intergroup Relationships	Insights	Demonstrate awareness of emotional and behavioral cues	Interpret and appropriately respond to emotional and behavioral cues		
		Adaptability	Demonstrate open mindedness and adapt positions and behaviors			
		Inclusivity	Invite and encourage others to participate			
	Communication	Medical Information	Translate medical and scientific knowledge for educating others	Translate medical and scientific knowledge for educating peers, healthcare team members, patients and their caregivers, and the community		
		Active Listening	Demonstrate active listening			
		Intercultural Awareness	Demonstrate intercultural awareness in daily interactions			
		Respectful communication	Demonstrate professional, respectful, and culturally appropriate communication			
	Written/Oral Fluency	Content	Present complete and accurate information	Present relevant and accurate information	Present prioritized, relevant, and accurate information	
		Organization	Organize information following checklist prompts	Organize information with minimal reliance on prompts and checklists	Adapt the organization and structure of the information to the context	
		Flow and Style	Communicate information following checklist prompts	Communicate information clearly and cohesively with minimal reliance on prompts and checklists	Adapt communication to the context	