

1. Medical Expert role: graduating medical students will be able to provide supervised patient-centered medical care. The subcomponents of this competency are as follows:

a. Ability to maintain an appropriate body of medical knowledge

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
1,2	<p>Understands foundational basic science concepts for each clinical presentation within pre-clerkship courses (A1,A2, A8, A10, A11)</p> <p>Describes and begins to apply foundational clinical concepts for each clinical presentation within pre-clerkship courses (A1, A2, A8, A10, A11)</p> <p>Is able to demonstrate an appropriate approach to common laboratory/radiological tests (A1, A2,B2, A8)</p>	<p>Applies clinically-relevant basic science concepts in solving problems (A5, A7, A8,B1, B3, B4,B5,B6)</p> <p>Consistently applies clinical diagnostic knowledge to solving clinical problems (A5, A6, A7, A8, B1, B2, B3, B4, B5)</p> <p>Interprets typical results for common diagnostic tests accurately, while using statistical concepts such as sensitivity, specificity, likelihood ratios, predictive value (A5, A6, A7, A8, B1, B4,B6)</p>

b. Ability to gather and synthesize essential and accurate information to define each patient's clinical problems³

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
2,3,5,8	<p>Conducts a patient-centered history that illuminates the health issues, social context and illness experience for each patient (A3, A4, A9,A11)</p> <p>Consistently performs the necessary steps for a normal physical examination of each system. Is sometimes able to recognize abnormal findings. (A1, A3, A11)</p> <p>Is able to recognize patients' central clinical problem and develops limited differential diagnoses (A1, A2, A8, A11)</p>	<p>Consistently conducts a patient-centered history that illuminates the health issues, social context and illness experience for each patient. This includes, when relevant, obtaining collateral history from family, other health care professionals (A5, A6, A7, B3, B4, B5,B6)</p> <p>Consistently and accurately performs the necessary steps for physical examination of each system, in a manner directed to the patient's historical data. Is usually able to identify abnormal findings. (A5, A6, A7, B4, B5,B6)</p> <p>Consistently identifies the patient's primary diagnosis and 3-5 differential diagnoses. Can list the patient's current health problems, while recognizing and acting on "red flags" (A5, A6, A8, B1, B3,B4, B5,B6)</p>

	Can provide an organizational approach or scheme to most clinical presentations (B2, B3)	Can apply an organizational approach or scheme to most clinical presentations, as well as occasionally use non-analytical reasoning or pattern recognition (A5, A6, A7, B3, B4,B6)
--	--	--

c. Ability to propose a safe, appropriate (supervised) patient-centered investigation and treatment plan

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
2,3	<p>Given typical scenarios, is able to provide investigation and management options (A1, A2, A8)</p> <p>Provides safe patient care under direct supervision (A12)</p> <p>Describes indications for basic procedures (from procedural skills course) and can perform them on mannequins (A1, A8)</p>	<p>Consistently applies an appropriate investigation and management plan, recognizing limited health care resources (A5, A6, A7, A8, B1, B3, B4, B5,B6)</p> <p>Conducts aspects of patient care without direct supervision. Asks for help when encounters uncertainty or limits to competency (B3, B4, B5,B6)</p> <p>Can perform, with supervision, basic investigative procedures (A6, A7,B5)</p>

2. Communicator role: graduating medical students will demonstrate excellent communication skills that are attentive to patient/family needs and respectful. Subcomponents of this competency are as follows:

a. Ability to elicit and record accurate information from patients and families

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
2,5	<p>Gathers and synthesizes essential and accurate information to define each patient's clinical problems as per expectations outlined above in section 1b (A4)</p> <p>Can describe the elements required for effective patient-care documentation (within the patient record) (A4, A9)</p>	<p>In addition to what is outlined in 1b, recognizes the need to conduct a patient-centered history that includes collateral history (from family, friends, other health care providers) and/or additional information from documents (A5, A6, A7, B3, B4, B5,B6)</p> <p>Demonstrates the ability to provide organized, comprehensive, accurate and reflective patient-care documentation. This includes patient records capturing multi-disciplinary care (A7, B4)</p>

b. Ability to discuss and convey an investigation/treatment plan with patients and families

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
2,3,5	<p>Is aware of the need to ask patients to declare their opinions or preferences regarding current medical problem/plan (A1,A4, A9)</p> <p>Can discuss the importance of engaging patient/family in decision making (A1, A4, A9)</p>	<p>Consistently seeks to understand patient opinions or preferences regarding current medical problem/plan (B3, B4)</p> <p>Engages patient/family in decision-making for simple problems, with assistance for complex/ambiguous situations (B3, B4)</p>

c. Ability to communicate important and serious news to patients and families

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
5,7	Can describe the general principles of communicating serious news to patients, including importance of empathy, honesty and sincerity (A1, A4, A11)	Communicates with empathy, honesty and sincerity, and can participate (with supervision) in important patient discussions (A6, A7, B4, B5)

3. Collaborator role: graduating medical students will be effective within health care teams. Subcomponents of this competency are as follows:

a. Ability to work with other members of the interprofessional healthcare team to provide an integrated patient health plan

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
5,7	<p>Is able to identify the roles of other team members</p> <p>(A13)</p> <p>Identifies the potential reasons for consulting other health providers for different patient scenarios (A12)</p>	<p>Recognizes the unique skills, roles and responsibilities of all members of the team. Treats other members of the health care team with respect</p> <p>(A7, B1, B4)</p> <p>Makes clear and effective requests for consultations to other health providers (A7)</p>

b. Is a respectful member of the interprofessional health care team

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
5,7	<p>Can describe and discuss the principles involved in respectful interactions with other health care professionals (A13)</p> <p>Employs verbal, non-verbal, and written communication strategies that facilitate collaborative care (A4, A13)</p>	<p>Consistently respectful in interactions with other health care professionals</p> <p>Actively engages in collaborative communication with all members of the team (A7, course 8 teaching, B4)</p>

4. Manager role: graduating medical students will be able to manage the care of the patients and populations they serve, as well as their own wellness. Subcomponents of this competency are as follows:

a. Ability to advocate for systemic quality improvement related to patient health and safety

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
2,5	Can identify some risks to patient safety during health care provision and describe strategies to mitigate these risks (intro to clinical practice course lectures/small groups)	Can identify risks to patient safety during health care provision and apply strategies to mitigate these risks (B1, B4, course 8 teaching)

b. Ability to manage time to balance physician responsibilities with personal life

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
7	Can identify principles of physician wellness and identify ways to improve work-life balance (A1, B3)	Can apply the principles of physician wellness to better manage their residency work-life balance (B1, B3)

c. Ability to balance the needs of a single patient with the just allocation of global healthcare resources

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
2	Can identify the major stakeholders in the health care system (A1)	Can apply knowledge of the major stakeholders in the health care system (A1, B1, B4)

	Can describe and evaluate the need for cost-awareness in a system with limited resources (teaching during course small groups)	Can at times apply cost-awareness to decisions related to investigation and therapy (B1, B5)
--	--	--

5. Health Advocate: graduating medical students will be able to advocate for needed services for specific patients and for systemic change that will advance population health. Subcomponents of this competency are as follows:

a. Ability to advocate for health promotion and disease prevention in the community-at-large

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
4	Can describe the general principles of health promotion and disease prevention (A1, A8, B3)	Applies relevant concepts to recommend appropriate screening and healthy lifestyle promotion (A5,A6, A8, B1, B4, B6)

b. Ability to identify the determinants of health and barriers to health care access, especially for the vulnerable/marginalized populations B1, b4, a9

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
4	<p>Is sensitive to and has basic awareness of differences related to culture, ethnicity, gender, race, age and religion when caring for a patient (A1, A8, A9)</p> <p>Describes the principles of the determinants of health as they relate to patient care and potential healthcare gaps and barriers (A1). Aware of potential need to advocate for patients when barriers to care exist.</p>	<p>Seeks to understand and modify care plan to account for patients' culture, ethnicity, gender, race, age and religion (A5, A6, B1, B3, B4, B5, B6)</p> <p>Given specific patients facing barriers to care, be able to describe advocacy options to resolve these barriers (B4)</p>

6. Scholar: graduating medical students will be able to effectively develop self-learning plans to address gaps in knowledge and skill when they become apparent, as part of life-long learning. Subcomponents of this competency are as follows:

a. Ability to integrate evidence-based medicine and information technology into daily patient/colleague interactions

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
8,10	Lists the steps to formulating and conducting a focused search to	Can formulate a clear question, and conduct the necessary steps to answer that question, related to a

	answer health care questions (A1, A8,A9, A10)	real clinical encounter (A5, B1, B3, B4, B6)
--	---	--

b. Describe the basic principles of clinical and translational research, including how such research is conducted, evaluated, explained to patients and applied to patient care.

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
8, 10	Describes how clinical and translational research is conducted and evaluated (A1, A9, A10)	Can seek, evaluate, and discuss with supervisors, evidence provided in clinical and translational research to improve patient care (B3, B4, B6)

c. Demonstrates strategies to remain current on new knowledge and apply evidence-based medicine at point of care

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
8,9,10	Can describe the need to reflect and seek out new information/solutions by using a variety of medical information sources (A1)	Seeks out new information/solutions based on reflection related to problems encountered in clinical rotations (A7,B3, B4, B6)

7. Professional: graduating students will behave in an ethical and professional manner. Subcomponents of this competency are as follows:

a. Ability to appreciate and integrate the professional, legal and ethical codes of practice

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
6	Can identify and describe elements of the professional code of conduct, including principles of informed consent. (A1, A2,A3,A11, A12)	Can apply (including obtaining informed consent) the principles of ethical and professional behavior to patient, family, and medical team interactions (A7, B1, B3, B4, B5,B6)

b. Ability to accept responsibility for patient care while recognizing personal limitations

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)

7	<p>Accepts professional responsibility when assigned</p> <p>(A12). Aware and respectful of limitations.</p>	<p>Diligent in completing assigned professional responsibilities, without the need for reminders. Recognizes personal limitations and the need to safely and meaningfully consult more senior residents, faculty, other medical specialists, or allied health care professionals (A7, B3, B5)</p>
---	---	---

c. Ability to receive feedback and demonstrate insightful reflection to improve performance

Main Graduation Educational Objective(s)	Clerkship-ready milestone/relevant outcome measure (s)	Residency-ready milestone/relevant outcome measure (s)
7	Demonstrates awareness of the need to solicit and act on feedback from peers and preceptors.	Consistently solicits feedback from patients and all members of health care team. Consistently reflects upon, and incorporates, the feedback to enhance performance (A7, B5)

References

1. Frank JR, Danoff D. [The CanMEDS initiative: implementing an outcomes-based framework of physician competencies](#). Med Teach. 2007;29;642-7.
2. <http://www.royalcollege.ca/portal/page/portal/rc/canmeds/framework>
3. The Internal Medicine Milestone Project, from ACGME/ABIM collaboration

Appendix 1: Outcome Measures

A: Student Evaluations

1. End of pre-clerkship course examinations (including medical skills examinations)
2. Pre-clerkship small group evaluations
3. Pre-clerkship clinical correlation evaluations
4. Pre-clerkship communication skills formative evaluation
5. End of clerkship examinations (including clerkship formative OSCEs)
6. End of clerkship overarching OSCE
7. Clerkship ITERs
8. Associate Dean's formative examinations
9. Pre-clerkship assignments evaluations (Course IV, evidence-based medicine, Course V)
10. MED 440 (AEBM) course evaluations
11. Integrative course preceptor evaluations
12. Pre-clerkship electives evaluations
13. Student feedback on faculty of medicine-nursing inter-professional education session

B: Program Evaluation

1. MCC Part I results
2. End of pre-clerkship and clerkship course evaluations
3. End of year (I, II, III) student feedback
4. CGQ
5. PGME program director survey
6. Alumni survey