

At the time of graduation, each graduate of UCF COM will demonstrate competence in the domains listed below. For each competency, a set of milestones defines the expected progress throughout medical school toward achieving competence

Patient care:	Physicians must consistently provide efficient and effective high value person-centered care that is compassionate and appropriate for the treatment of illness and promotion of health	Milestone 1	Milestone 2	Milestone 3
PC 1	Gather histories-on patients in an organized manner, appropriate to the clinical context	Gather accurate, organized history on adult patient with single chief complaint; in focused and comprehensive evaluations	Gather accurate, organized, hypothesis-driven history on adult and pediatric patients with multiple complaints; using necessary supplementary sources (family, health records); in focused and comprehensive evaluations; appropriate to the clinical context	Gather accurate, organized, hypothesis-driven history on adult and pediatric patients with multi-system health problems; using necessary supplementary sources (family, health records); in focused and comprehensive evaluations; appropriate to the clinical context across various health care settings
PC 2	Perform an appropriate and technically correct physical exam, attending to patient comfort	Perform a technically correct, organized physical exam on an adult patient with a single chief complaint to identify common abnormalities taking into consideration patient comfort in focused and comprehensive evaluations	Perform a technically correct, organized hypothesis-driven physical exam on adult and pediatric patients with multiple complaints to identify both common and uncommon abnormalities taking into consideration patient comfort; in focused and comprehensive evaluations	Perform a technically correct, organized hypothesis- driven physical exam on adult and pediatric patients with multiple complaints to identify both common and uncommon abnormalities; using technology to enhance physical diagnosis and special maneuvers as appropriate; taking into consideration patient comfort and special needs; in focused and comprehensive evaluations across various health settings
PC 3	Present patient information in an organized and effective manner, including relevant information, assessment and plan	Provide an organized oral presentation including a summary statement and prioritized differential diagnosis on an adult patient with a single chief complaint	Provide an organized oral presentation including a summary statement, assessment, prioritized differential diagnosis, diagnostic and management plan on an adult or pediatric patient with a single or multiple complaints	Provide an organized and semantically competent oral presentation including a summary statement, assessment, prioritized differential diagnosis, diagnostic and management plan on an adult or pediatric patient with a multiple complaints; tailored to various health care settings
PC 4	Document patient encounters accurately, promptly, efficiently, in written/electronic format demonstrating independent authorship of the content	Document an organized and complete encounter note (SOAP format and H and P) for an adult patient with a single chief complaint	Document and show independent authorship of an organized and complete encounter note (SOAP format and H and P) and a basic set of orders for an adult or pediatric patient with single or multiple complaints; using an electronic health record	Document and show independent authorship of an organized and complete encounter (SOAP format and H and P) and a set of orders for an adult or pediatric patient with single or multiple complaints in various health care settings; appropriate for inclusion in a permanent medical record; in a timely fashion
PC 5	Demonstrate clinical reasoning skills such as interpretation of history and physical exam data and generating a prioritized differential diagnoses	Demonstrate the ability to identify, compare, and contrast illness scripts for common presentations of common diseases to facilitate the development of a differential diagnoses	Demonstrate the ability to interpret patient information and the evidence base for adult or pediatric patients with complex presentations of common diseases or common presentations of rare	Demonstrate the ability to organize, interpret, and analyze patient information and the evidence base to generate a cohesive illness script in patients with complex presentations in various health care

			diseases in various health care settings to identify and compare and contrast illness scripts for a prioritized differential diagnoses	settings to encompass all active problems and generate a prioritized and individualized plan for diagnosis and management
PC 6	Demonstrate the ability to select, justify, and accurately interpret clinical data (lab tests, imaging) (UCF tests list*)	Demonstrate knowledge of use, interpretation and cost effectiveness for basic lab tests and imaging *	Demonstrate cost-effective use and interpretation of lab and imaging tests* in patients with simple and complex presentations; for health maintenance and illness	Demonstrate cost-effective use and interpretation of lab and imaging tests * in patients with simple and complex presentations; for health maintenance and illness
PC 7	Develop individualized educational and management plans using high value care principles	Develop and communicate a basic diagnostic, health maintenance, treatment plan based on established guidelines for an adult patient with a single complaint	Develop and communicate a basic diagnostic, health maintenance, treatment plan and patient education strategies based on established guidelines for an adult or pediatric patient in various health care settings	Develop and communicate a basic diagnostic, health maintenance, treatment plan and patient education based on established guidelines for an adult or pediatric patient in various health care settings and individualized to patient needs, resources, and values
PC 8	Perform common procedures (UCF COM Required Procedures List) safely and correctly, including performing informed consent and attending to patient comfort	Understand and practice the basic principles of universal precautions and sterile technique in appropriate settings.	Observe, assist, or perform procedures with an understanding of the appropriate indications and risks or benefits as detailed in clerkship learning objectives, using correct technique	Perform common procedures (as per UCF procedure list) safely and correctly, including participating in obtaining informed consent, attending to patient comfort

Knowledge for Patient Care	Physicians must understand and apply established and evolving biomedical, clinical, epidemiological, systems and social-behavioral sciences knowledge to provide effective person-centered care	Milestone 1	Milestone 2	Milestone 3
KP 1	Demonstrate an inquiry-oriented and analytic approach to learning	Demonstrate curiosity and objectivity in the acquisition of medical knowledge	Solve problems using a systematic approach that includes problem representation, generation of problem lists and hypotheses, construction of prioritized differential diagnoses and application of appropriate therapeutic strategies	Solve clinical and other problems using a systematic approach to connect new knowledge to existing knowledge and to place new information into proper context
KP 2	Demonstrate deep understanding of the core biomedical, epidemiological, clinical, and social-behavioral science principles underlying simple and complex conditions (UCF 50) in the individual and the population	Demonstrate comprehension of relevant scientific principles and attainment of medical knowledge	Explain the underlying scientific principles related to common disease states and diagnostic testing encountered in core clinical specialties	Apply the biomedical knowledge necessary for the preventive care, diagnosis, treatment and management of patients and populations
KP 3	Contribute to the discovery, dissemination, application, and translation of new medical knowledge and practices	Describe common study designs and associated benefits and limitations. Formulate relevant clinical questions and effectively search the medical literature to enhance understanding of the topic	Undertake scholarly activities that contribute to biomedical research, advance patient and population health care, or enhance the medical profession. Work under the guidance of a mentor to prepare findings for publication or presentation	Discuss how to critically appraise new knowledge, relevant gaps and integrate it into clinical practice
KP 4	Use evidence-based resources and clinical decision support (CDS) tools to inform clinical reasoning and decision making	Demonstrate the ability to access CDS tools to support clinical reasoning and decision making	Demonstrate integration of CDS tools into the clinical workflow	Demonstrate integration of CDS tools including diverse primary sources into the clinical workflow

<b>Interpersonal and Communication Skills</b>	<b>Physicians must demonstrate effective interpersonal and communication skills that result in the accurate exchange of information and skillful collaboration with peers, faculty, patients and their families, and colleagues</b>	Milestone 1	Milestone 2	Milestone 3
ICS 1	Demonstrate effective oral and written communication of complex information using recipient- appropriate language and methods to ensure understanding	Demonstrate basic communication skills using audience appropriate language	Communicate complex information effectively to peers, faculty, and patients and ensure understanding	Communicate complex information effectively to patients and the public
ICS 2	Demonstrate ability to build rapport with patients, families and colleagues and engage in shared decision making	Demonstrate effective listening skills to elicit patients' concerns and preferences and begin to share management plans in simple cases	Share information with patients, families and colleagues to elicit and incorporate their concerns, needs, and preferences into management plans	Facilitate shared decision making with patients, families and colleagues by negotiating management plans
ICS 3	Demonstrate sensitivity and compassion in written, verbal and non-verbal communication to develop effective therapeutic relationships.	Understand the value of sensitivity and compassion in all communication	Demonstrate sensitivity and compassion by communicating effectively in all communications including in clinical settings	Demonstrate sensitivity and compassion by communicating effectively in complex situations
ICS 4	Demonstrate a thorough understanding of emotions and their impact to optimize interpersonal interactions	Demonstrate awareness of one's own and others' emotional and behavioral cues	Anticipate, interpret, and respond to one's own and other people's emotions appropriately	Anticipate, interpret and respond to one's own and others' emotions to manage interpersonal interactions effectively

<b>Interprofessional Collaboration</b>	<b>Physicians must demonstrate teamwork and effective communication with all health care team members to provide effective patient and population health</b>	Milestone 1	Milestone 2	Milestone 3
IPC 1	Utilize a “team-based” collaborative approach to health maintenance and the prevention and treatment of disease in patients and populations.	Communicate effectively with peers and other health care professionals in learning activities and patient care activities	Communicate effectively with peers and other health care professionals in a responsive and responsible manner that supports a collaborative approach to patient care	Communicate with other health professionals in a responsive and responsible manner that supports a collaborative approach to the maintenance of health and prevention and treatment of disease in patients and populations
IPC 2	Apply knowledge of one’s own role and that of other health professionals to address the care of patients and populations.	Incorporate knowledge and experience based on one’s own role, and that of , other health professionals into effective learning and patient care interactions; in different groups and settings	Incorporate knowledge and experience of one’s own role, and that of other health professionals, to assess and address patient care in different settings	Incorporate knowledge and experience based on one’s own role, and that of other health professionals to assess and address the health care needs of patients and populations
IPC 3	Work effectively as a member or leader of an interprofessional team to address the care of patients and populations	Demonstrate respect for roles and expertise of other members of health care team in learning interactions and patient care settings	Demonstrate respect for expertise of, and work effectively with, other members of the health care team	Work effectively with others as a member of a health care team or other professional group to plan, deliver, and evaluate patient/population-centered care and/or population health programs

Professionalism	Physicians must demonstrate behaviors and dispositions that are commensurate with the responsibilities, ethics, and standards of the medical profession during interactions with patients, family members, caregivers, and colleagues	Milestone 1	Milestone 2	Milestone 3
Pro 1	Demonstrate respect, compassion, accountability, dependability, and integrity when interacting and communicating with patients, families, colleagues, and teams; including in the use of social and electronic media.	Demonstrate respect, compassion, accountability, dependability, and integrity in interpersonal interactions, coursework, scholarly/research activities, and in interactions with patients	Demonstrate respect, compassion, accountability, dependability, and integrity in all clinical clerkship and academic settings	Demonstrate respect, compassion, accountability, dependability, and integrity when interacting and communicating with patients, families, colleagues, and teams; in high stress environments; including in the use of social and electronic media.
Pro 2	Demonstrate sensitivity and responsiveness to the diversity of patients, populations, cultures and other aspects of identity	Explore and identify the patient’s cultural beliefs and other aspects of diverse patients’ backgrounds that may influence professional relationships and medical decision-making with standardized and actual patients	Demonstrate respectful and empathetic interactions with diverse populations, regardless of the nature of the patient’s presenting problems, personal characteristics, or cultural background in various health care settings	Demonstrate respectful and empathetic responses to how others define their culture, race/ethnicity, age, socioeconomic status, gender, gender identity, sexual orientation, religion, spirituality, disabilities, and other aspects of diversity and in various health care settings with patients, families, and colleagues
Pro 3	Demonstrate selflessness (altruism) when responding to patient needs while maintaining personal well-being	Explain the concepts of burnout and the need to attend to one’s own well-being while still prioritizing patients’ needs	Actively seek and effectively utilize supervision and self-assessment to achieve accountability to patients, society, and the profession with a gradual increase in patient care responsibilities and while attending to personal well-being	Recognize the need for additional help or supervision and seek it accordingly to fully adhere to professional and institutional standards while attending to personal well-being
Pro 5	Practice with a commitment to ethical principles, including maintaining patient confidentiality and appropriate boundaries, responding to medical errors, and using electronic communications, including social media, appropriately	Identify the basic principles of medical ethics, including patient autonomy and confidentiality, and apply these in coursework and in the care of standardized and actual patients	Demonstrate ethical behavior, including responding to medical errors or “near-misses”, and compliance with relevant laws, policies, and regulations	Practice with a commitment to ethical principles, including patient autonomy, beneficence, nonmaleficence, justice, confidentiality, responding to medical errors, and appropriate use of social media
Pro 6	Practice with a commitment to social justice and in response to societal health care disparities and health inequity	Identify health care disparities and their impact on the pathogenesis of disease	Identify how patients are impacted by health care disparities in various health care settings	Identify physician behaviors that address societal influences on health and health care disparities

<b>Systems-based Practice</b>	<b>Physicians must understand the structure of health care delivery systems and continuous quality improvement.</b>	Milestone 1	Milestone 2	Milestone 3
SBP 1	Demonstrate the ability to coordinate patient care within and across health care systems, including transitions of care	Incorporate knowledge of diverse health care systems, coordination of care across systems, including methods of transitions of care, and patient-related correspondence	Participate in patient hand-offs, discharge planning, patient-related correspondence, and involvement of consultants in clinical setting	Collaborate to coordinate patient care within and across health care systems, including patient hand-offs, patient home care, and case documentation for care coordination
SBP 2	Participate in continuous healthcare system quality improvement	Demonstrate knowledge of continuous quality improvement/systems improvement strategies and contribute to culture of quality care in group settings	Observe and/or participate in systematic approaches to promote continuous quality improvement in patient care settings	Initiate or participate in a project, using a systematic approach, to promote quality improvement including using the principles of CQI and the ability to analyze a chart case using systems based principles
SBP 3	Utilize healthcare system resources to recognize errors, optimize safety and the quality of patient care	Demonstrate knowledge of patient safety strategies, culture of safety and the role of a coordinated team in patient care	Apply knowledge of patient safety and identify potential risks and errors to deliver safe patient care in the clinical setting	Participate in patient safety initiatives in in-patient and out-patient practice settings such as morbidity and mortality proceedings, recognizing patient safety events and reporting, and near-miss discussions
SBP 4	Demonstrate an understanding of administrative, professional and institutional requirements	Demonstrate basic knowledge of administrative requirements and expectations necessary for medical training and practice	Incorporate knowledge of administrative and practice management to complete administrative and patient care tasks required for clerkships	Demonstrate ability to prioritize and manage school expectations with regards to timely completion of administrative requirements for medical training and patient care
SBP 5	Demonstrate an understanding of cost-effective care for individuals and populations	Demonstrate basic knowledge of health care costs in case study discussions	Demonstrate basic knowledge of health care costs and its application to patient care	Seek and analyze literature on high value care and apply it to patient care and the health of populations

Practice-based Learning and Improvement	Physicians must be able to effectively incorporate reflection, self-improvement, collecting and organizing information, and evidence-based medicine in patient care	Milestone 1	Milestone 2	Milestone 3
PBLI 1	Identify strengths, deficiencies and limits in one's own performance and implement improvement strategies	Seek, reflect on, and respond to feedback on own performance data and follow through in a consistent and reliable manner on learning goals	Proactively seek feedback on performance and conduct accurate self-assessments; in the context of learning activities, patient care, the education of patients, and the care team	Independently develop and engage in learning activities designed to meet improvement goals; solicit help and feedback as needed
PBLI 2	Appraise, assimilate and apply medical evidence from a variety of sources to clinical decision making	Demonstrate intellectual curiosity by identifying questions and utilizing appropriate/quality biomedical information references and resources to prepare for learning in a clinical environment	Engage in locating, critically appraising, and assimilating medical evidence from a variety of sources to contribute to the care of patients	Locate, critically appraise, and assimilate medical evidence from a variety of sources to meet and improve the health needs of patients
PBLI 3	Apply strategies for seeking, incorporating and delivering feedback and improving patient care	Proactively seek feedback on knowledge, performance (skills), dispositions required for patient care and on abilities to provide feedback to others	Demonstrate commitment to continuous improvement by regularly assessing own patient care and by seeking feedback from multiple sources, in various health care settings	Demonstrate commitment to seeking, receiving, delivering, and incorporating feedback and quality metrics to enhance patient care and foster a practice of life-long improvement

Personal and Professional Development	Physicians must acquire and continually refine knowledge and skills to optimize personal/professional success by seeking relevant opportunities throughout their education and their career	Milestone 1	Milestone 2	Milestone 3
PPD 1	Utilize self-regulation to advance knowledge, skills, and dispositions to meet personal and professional goals and responsibilities	Apply self-regulatory strategies and understanding of the learning cycle to the educational/professional/personal context	Apply self-regulatory strategies and understanding of the learning cycle to professional development in clinical settings	Demonstrate self-regulatory strategies and understanding of the learning cycle to professional development as a sub-intern, in preparation for internship/residency
PPD 2	Develop, sustain, or adjust routines to support personal well-being	Set, evaluate and adjust personal wellness goals to adapt to pre-clinical demands and articulate a plan for maintaining personal wellness in the next stage of training	Set, evaluate and adjust personal wellness goals to adapt to clinical demands and articulate a plan for maintaining personal wellness in the next stage of training.	Articulate a plan for maintaining personal wellness in the next stage of training
PPD 3	Develop dispositions and skills such as adaptability and resilience that allow one to manage complexity, uncertainty and ambiguity	Demonstrate understanding of the complexities and uncertainties inherent to medical science	Recognize the complexities and uncertainties inherent to patient care and identify appropriate resources and skills to deal with them	Recognize the complexities and uncertainties inherent to patient care and utilize appropriate resources and skills to deal with them
PPD 4	Articulate a career development plan that includes assessment of one's strengths, limitations, and specific goals for attainment	Consult with a mentor/advisor to identify steps for exploring potential career paths that match own strengths	Consult with career advisor and other career mentors to identify a specialty choice and define a career plan for submitting a competitive residency application	Articulate and continually adapt a career plan that incorporates the transition from UME to GME and aligns with personal and professional values
PPD 5	Develop awareness and ownership of the expected roles and responsibility of physicians with patients, interprofessional teams, society and the profession	Adopt the knowledge, skills, abilities and beliefs that reflect the professional identity as a medical student within the classroom and the community at large	Demonstrate knowledge, skills, abilities and beliefs that reflect professional identity as a clerkship student within the health care team	Demonstrate knowledge, skills, abilities and beliefs that reflect commitment to one's professional identity as a sub-intern and as a physician accountable to patients, society and the profession