

## **The Curricular Milestones (CMs)** **Based on Competency 5: Professionalism (P)**

### *Being Ethical*

- P-A1: 1 month  
Document and report clinical information truthfully
- P-A2: 1 month  
Follow formal policies
- P-A3: 6 months  
Accept personal errors and honestly acknowledge them
- P-A4: 36 months  
Uphold ethical expectations of research and scholarly activity

### *Compassion and Respect*

- P-B1: 3 months  
Demonstrate empathy and compassion to all patients
- P-B2: 3 months  
Demonstrate a commitment to relieve pain and suffering
- P-B3: 24 months  
Provide support (physical, psychological, social and spiritual) for dying patients and their families
- P-B4: 24 months  
Provide leadership for a team that respects patient dignity and autonomy

### *Timely Evaluation and Feedback*

- P-C1: 12 months  
Communicate constructive feedback to other members of the health care team
- P-C2: 18 months  
Recognize, respond to and report impairment in colleagues or substandard care via peer review process

### *Being Accessible*

- P-D1: 1 month  
Respond promptly and appropriately to clinical responsibilities including but not limited to calls and pages
- P-D2: 6 months  
Carry out timely interactions with colleagues, patients, and their designated caregivers

### *Conflicts of Interest*

- P-E1: 6 months  
Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients
- P-E2: 30 months  
Maintain ethical relationships with industry
- P-E3: 30 months  
Recognize and manage subtler conflicts of interest

### *Personal Accountability*

- P-F1: 1 month  
Dress and behave appropriately
- P-F2: 1 month  
Maintain appropriate professional relationships with patients, families and staff
- P-F3: 6 months  
Ensure prompt completion of clinical, administrative and curricular tasks
- P-F4: 12 months

Recognize and address personal, psychological, and physical limitations that may affect professional performance

P-F5: 12 months

Recognize the scope of his/her abilities and ask for supervision and assistance appropriately

P-F6: 30 months

Serve as a professional role model for more junior colleagues (e.g. medical students, interns)

P-F7: 30 months

Recognize the need to assist colleagues in the provision of duties

### *Patient Advocacy*

P-G1: 6 months

Recognize when it is necessary to advocate for individual patient needs

P-G2: 30 months

Effectively advocate for individual patient needs

### *Compliance with Public Health Care Policies*

P-H1: 24 months

Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious diseases)

### *Respect of All People Regardless of Gender, Race, Religion, Ethnicity*

P-I1: 1 month

Treat patients with dignity, civility and respect, regardless of race, culture, gender, ethnicity, age, or socioeconomic status

P-I2: 30 months

Recognize and manage conflict when patient values differ from their own

### *Confidentiality*

P-J1: 1 month

Maintain patient confidentiality

P-J2: 18 months

Educate and hold others accountable for patient confidentiality

### *Disparities in Health Care*

P-K1: 12 months

Recognize that disparities exist in health care among populations and that they may impact care of the patient

P-K2: 36 months

Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering

P-K3: 36 months

Advocates for appropriate allocation of limited health care resources