

## ACGME Competencies

### I. Professionalism

#### A. Ethical behavior

1. HIPAA
2. Billing and coding
3. ADA
4. Ethical research principles – autonomy, beneficence, non-maleficence, justice, common rule
5. Conflict of interest
6. Sunshine Act
7. Allocation and triage of resource limited care

#### B. Well-being

1. ACGME requirements – duty hours, supervision
2. Substance use – alcohol, opioids
3. Fatigue mitigation
4. Stress and burnout
5. Mental health

#### C. Diversity, equity, and inclusion

1. Health equity
2. Social determinants of health
3. Harassment, bias, retaliation, and reporting

### II. Systems-based practice

#### A. Patient safety

1. JCHAO requirements
2. Adverse event
3. Medical error
4. Root cause analysis
5. Evaluation methods – process mapping, observation, focus groups, risk assessment

#### B. Quality improvement

1. Quadruple aim
2. Models – Lean (A3), Model for Improvement/PDSA, Six Sigma's DMAIC, 7-Step "Improve"
3. SMART goals, change concepts
4. Tools and methods – PDSA, flowcharts, run chart, checklists, cause-effect, fishbone diagrams, Pareto chart, PDSA
5. Assessment: QI-KAT

#### C. Healthcare systems

1. EHR, meaningful use
2. ACO
3. EMTALA, inter-hospital transfer
4. Utilization of health care system resources
5. Transition to practice

### III. Practice-based learning and improvement

#### A. Evidence-based practice

1. Evidence class
2. Guidelines
3. Study evaluation – generalizability
4. Number needed to treat, absolute vs relative risk reduction
5. Evaluation of bias

#### B. Research

1. Study design – case report, case series, retrospective, prospective, cohort, randomized-controlled, meta-analysis
2. Bias
3. IRB
4. Statistics
  - a. Independent and dependent variables
  - b. Type I vs Type II error
  - c. Sensitivity and specificity
  - d. Prevalence, incidence
  - e. P-value
  - f. Statistical tests – Chi-squared, t-test, Wilcoxon rank sum test, regression
  - g. Accuracy, validity, reliability
  - h. Positive and negative predictive value

#### C. Mentorship and teaching

1. Accurate assessment of knowledge, behaviors, and skills, including self-assessment
2. Feedback and coaching
3. Managing conflict of interest and shared intellectual property
4. Presentation, leadership, and team building skills

### IV. Interpersonal and communication skills

#### A. Patient and family communication

1. Principles of informed consent
2. Medical interpreter use
3. Breaking bad news

#### B. Communication in coordination of care

1. Accurate and timely clinical documentation
2. Interprofessional communication
3. Appropriate use of social media
4. Care pathway development
5. Conflict resolution

### V. Social determinants of health and health disparities

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- B. Social determinants of health – neighborhood, food environments, psychosocial factors (mental illness, addiction), transportation access, community resources
- C. Biological determinants of health – diet, smoking, drug use, alcohol intake
- D. Health literacy – optimizing patient engagement in care