

Medical Education Program Objectives (MEPOs)

General Competency	Objectives (sub competencies)
1 Professionalism Demonstrates integrity, respect, and ethical reasoning, and promotes inclusion of differences in all interactions to improve health care for patients, communities, and populations	1. Interacts with patients, caregivers, families, and team members in a respectful and compassionate manner. 2. Safeguards patient privacy, confidentiality, and autonomy. 3. Uses ethical principles and reasoning to guide behavior. 4. Demonstrates accountability by recognizing personal limits or errors, taking responsibility for them, and seeking appropriate help. 5. Completes duties and tasks in a thorough, reliable, and timely manner.
2 Patient Care and Procedural Skills Demonstrates compassionate, effective, holistic evidence informed, equitable and patient centered care	1. Gathers relevant patient histories from multiple data sources, as necessary. 2. Performs relevant physical examinations using appropriate techniques and tools. 3. Constructs and ranks differential diagnoses, selects appropriate hypothesis-driven diagnostic tests, and interprets results to guide clinical decision making. 4. Formulates appropriate diagnostic and therapeutic management plans, incorporating health promotion and disease prevention, for commonly encountered clinical conditions. 5. Uses patient-centered language to describe common diagnostic and therapeutic interventions and plans. 6. Demonstrates basic procedural techniques.
3 Medical Knowledge Applies and integrates foundational knowledge to improve health care for patients and populations.	1. Demonstrates integrated understanding of biomedical, clinical, behavioral, social and health systems science, and applies it to clinical problem-solving, diagnostic reasoning, and decision-making. 2. Accesses and critically evaluates clinical information using appropriate resources to inform patient care. 3. Synthesizes evidence to answer clinical questions and guide practice. 4. Seeks and accesses information relevant to clinical problems using appropriate resources, including emerging technologies.
4 Practice Based Learning	1. Develops, implements, and reassesses learning and improvement goals through informed self-assessment and reflective practice by

Integrates feedback, evidence, and reflection to adapt behavior, foster improvement, and cultivate lifelong learning.	incorporating feedback and assessment data to support continuous growth and curiosity. 2. Locates, critically appraises, and synthesizes information to support evidence-informed, patient centered clinical decisions.
5 Interpersonal and Communication Skills Practices collaborative communication with patients, caregivers, and the health care team to contribute to high-quality, patient-centered care.	1. Collaborates with patients, caregivers, and team members to enhance the therapeutic relationship. 2. Collaborates with health care and administrative team members to enhance team and organizational function. 3. Demonstrates active listening. 4. Communicates clearly, accurately, and compassionately in verbal, nonverbal, written, and electronic formats, adjusting communication style and approach based on patient needs, clinical setting and cultural considerations. 5. Educates patients, families and healthcare team members using evidence-based strategies 6. Formulates and shares feedback constructively with others.
6 System-based Practice Applies knowledge of the larger context of health, including its social and structural determinants, and of systems and resources within and outside of health care, to optimize high-quality care for patients, communities, and populations	1. Adapts performance to various health care teams, delivery settings, and systems. 2. Collaborates effectively across disciplines and care settings to ensure safe, timely, and patient-centered transitions of care, communicating essential information during handoffs and care coordination to maintain continuity and reduce errors. 3. Evaluates the risks and benefits of using current and emerging technologies in patient care, ensuring safe and effective integration into clinical practice. 4. Identifies patient safety concerns and actively participates in strategies to prevent harm, including system-based interventions that apply principles of quality improvement by using data to identify gaps in care, implement evidence-informed changes, and reassess outcomes. 5. Recognizes the impact of health care policy and economics on patient care delivery and services. 6. Describes the financial structures that influence health care delivery, including reimbursement models, cost containment strategies, and resource allocation, incorporating cost-awareness into clinical decision-making to optimize value-based care without compromising quality or equity.
7 Scientific Inquiry	1. Demonstrates understanding of the scientific method, research ethics, and responsible conduct of research.

Demonstrates the intellectual curiosity necessary for scientific discovery through active participation in research	2. Critically evaluates existing scientific literature to identify gaps in knowledge and formulates high-quality research questions and hypotheses to advance scientific inquiry. 3. Applies basic biostatistics, epidemiologic methods, and data interpretation in scholarly inquiry. 4. Design and present a scholarly project with relevance to clinical practice, public health, or health systems.
8 Health Outcomes & Inclusion Promotes the fair treatment and full participation of all people, particularly groups who have historically been underrepresented or subject to discrimination on the basis of identity, disability or socioeconomic status	1. Demonstrates cultural humility, mitigates personal bias, and communicates respectfully to build trusting relationships with various patients and communities. 2. Elicits and integrates patients' social context, values, preferences, and lived experiences into clinical assessment and shared decision-making. 3. Demonstrates awareness of social determinants of health and individual, social, and structural factors that produce variations in health, access to care, and outcomes. 4. Applies information about individual patients, populations, and communities, including local needs, barriers, and available resources, to improve health outcomes and promote equity. 5. Collect individual patient data, population health information, and relevant community-level determinants of health, and integrate these factors to modify and personalize patient care plans. 6. Address patients in a respectful way that builds rapport, communicate medical information using plain language appropriate to the patient's health literacy level, and verify patient understanding using a structured method.
9 Personal Development and Wellness Demonstrates resilience, perseverance, self-awareness, organizational awareness, mental and emotional stability, time management required to sustain lifelong personal and professional growth	1. Recognizes and addresses personal well-being needs, emotional and physical, that may impact professional performance by utilizing resources/support structures. 2. Recognize the impact one's own physical and emotional health has on professional conduct including integrity, patience, empathy and quality of patient care. 3. Demonstrates comfort with ambiguity as part of clinical health care; respond by utilizing appropriate resources to deal with uncertainty. 4. Cultivates professional meaning and joy through self-reflective practices.