

University of Utah
Division of Plastic Surgery
Competency Based Goals and Objectives

The University of Utah Division of Plastic Surgery curriculum for the six services based upon 6 General Competencies:

Medical Knowledge	MK
Patient Care	PC
Practice Based Learning & Improvement	PBLI
Interpersonal And Communication Skills	ICS
System Based Practice	SBP
Professionalism	P

Patient Care	Residents must be able to provide care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health
Medical Knowledge	Resident must demonstrate knowledge about established and evolving biomedical, clinical and cognate (e.g. epidemiological and social behavioral) sciences and the application of this knowledge of patient care.
Practiced Based Learning	Residents must be able to investigate and evaluate their patient care practices, appraise and assimilate scientific evidence, and improve their patient care practices.
Interpersonal & Communication Skills	Residents must be able to demonstrate interpersonal and communication skills that result in effective information exchange and teaming with patients, patient families, and professional associates
System Based Practice	Residents must demonstrate an awareness of and responsiveness to the large context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value
Professionalism	Residents must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.

COMPETENCY	SUB-COMPETENCY	ASSESSMENT
I: Patient Care	A) Develop and implement patient care plan B) Technical ability, i.e. procedures C) Apply information technology to optimize patient care D) Evaluation of diagnostic studies	1. Rotations with and attending physician 2. Operative log 3. Operative and clinical supervision 4. Rotation evaluations 5. Verification of Proficiency
II: Medical Knowledge	A) Know current medical information B) Critically evaluate scientific information	1. Medical knowledge will be obtained through teaching conferences 2. Literature review 3. Rotation evaluations 4. In-Service Examination
III: Interpersonal Skills & Communication	A) Communicate with other healthcare professionals B) Counsel and educate patients and families C) Maintain appropriate records documenting practice activities and outcomes D) Function as a team member/leader	1. Faculty Evaluation will ascertain communication with the health care professionals 2. The resident to counsel and educate patients' families 3. The residents will function as team leaders and answer directly to the chief residents or to the faculty 4. Rotation evaluations
IV: Practice Based Learning & Improvement	A) Commitment to practice lifelong learning B) Analyze personal practice outcomes	1. Rotations with attending faculty allow residents to see their own follow-ups and analyze their own personal outcomes 2. Mortality & Morbidity Conference provides an opportunity for residents to self-assess their role in complications, to review related literature, and to develop action plans to avoid complications in future care. Faculty physicians assess residents during these

		presentations. 3. M & Ms
V: Professionalism	A) Maintain high standards of ethical behavior B) Demonstrate continuity of care (pre-op, operative, post-op) C) Sensitivity to age, gender, cultural, etc. differences in an atmosphere of mutual respect D) Demonstrate honesty, dependability, and commitment	1. Professionalism will be evaluated by direct faculty observation, feedback from nursing staff, feedback from peers, and feedback from other health professionals. This feedback is shared with the resident by the Program Director 2. Patients complete evaluations on resident professionalism. These evaluations are shared with the resident by the Program Director.
VI: System Based Practice	A) Practice cost-effective care without compromising quality (value) B) Know how different practice systems operate to deliver care	1. All residents are expected to practice cost effective care in keeping with the System Based Practice 2. Resident's knowledge of cost-effective care and systems based practice is assessed by faculty in small group discussions when these topics arise during Journal Club, M&M Conference, and Teaching Conferences.