

Physicians must lead efforts to address the complex health care challenges of society. The University of Michigan Medical School will deliberately graduate collaborative LEADERS who will excel in the practice of medicine and drive change in health, health care, and scientific discovery.

In the following domains, students will:

- I. Medical Knowledge** Demonstrate a strong foundation in the biomedical sciences, sociobehavioral sciences, and clinical medicine, and will apply this knowledge to individuals, community, and society.
- II. Patient Care** Provide patient-centered care that is compassionate, culturally competent, appropriate, and effective for the treatment of health problems and the promotion of health.
- III. Communication:** Demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals.
- IV. Professionalism** Demonstrate and maintain the professional attributes of compassion, altruism, respect, integrity, and commitment to addressing the needs of a diverse and changing society. Students and graduates will seek excellence in professional endeavors.
- V. Practice-Based Learning and Improvement:** Demonstrate the ability to investigate and evaluate one's performance including the ability to appraise and assimilate scientific evidence and to continuously improve in areas including patient care based on constant self-evaluation and lifelong learning.
- VI. Systems-Based Practice:** Demonstrate an awareness of and responsiveness to the larger context and system of health care as well as the ability to call effectively on other resources in the system to provide optimal health care.
- VII. Leadership and Teamwork:** Demonstrate the ability to engage in an interprofessional team in a manner that optimizes safe, effective patient- and population-centered care.
- VIII. Critical Thinking and Discovery:** Demonstrate active participation in problem solving and the discovery of knowledge.

I. MEDICAL KNOWLEDGE

Students will demonstrate a strong foundation in the biomedical sciences, sociobehavioral sciences, and clinical medicine, and will apply this knowledge to individuals, community, and society. Students will:

- MK 1. Understand and apply knowledge of biomedical and sociobehavioral sciences, clinical medicine, and the social determinants of health and disease.
- MK 2. Apply established and emerging principles in diagnostic and therapeutic decision making, clinical problem solving, and other aspects of evidence-based health care.

MK 3. Demonstrate deep knowledge and application of the sciences essential for one's chosen field of practice.

II. PATIENT CARE

Students will provide patient-centered care that is compassionate, culturally competent, appropriate, and effective for the treatment of health problems and the promotion of health. Students will:

- PC 1. Gather, organize, and interpret essential information about patients and their conditions through history taking, physical examination, and other methods of information gathering.
- PC 2. Use clinical reasoning, formulate appropriate differential diagnoses, make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, data from the history, physical, laboratory findings, imaging, other diagnostic tests, and current scientific evidence.
- PC 3. Counsel and educate patients and their families to empower them to participate in their care and enable shared decision making to promote health.
- PC 4. Develop and carry out patient management plans in collaboration with patients, families, and the health care team.
- PC 5. Perform comprehensive medical and diagnostic skills considered essential for patient care.

III. COMMUNICATION

Students will demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals. Students will:

- C 1. Communicate effectively with patients, families, and the public across a broad range of socioeconomic and cultural backgrounds.
- C 2. Communicate effectively with colleagues, other health professionals, and health-related agencies including communication around transitions of care.
- C 3. Maintain complete, timely, and accurate medical records to contribute to effective patient care.
- C 4. Effectively communicate in the transition of care.
- C 5. Demonstrate sensitivity, honesty, and compassion in difficult conversations including those about death, end of life, adverse events, bad news, disclosure of errors, and other sensitive topics.
- C 6. Demonstrate insight and understanding about their own and others' perspectives to facilitate interpersonal interactions to effectively manage interpersonal conflict.
- C 7. Demonstrate effective leadership communication and influence.

IV. PROFESSIONALISM

Students will demonstrate and maintain the professional attributes of compassion, altruism, respect, integrity, and commitment to addressing the needs of a diverse and changing society. Students and graduates will seek excellence in professional endeavors. Students will:

- Prof 1. Demonstrate accountability to patients, society, and the profession.
- Prof 2. Demonstrate compassion, honesty, integrity, respect, sensitivity, and responsiveness to a diverse patient population.

- Prof 3. Demonstrate awareness of the vulnerability of patients and the inherent power differentials in organizational and interpersonal relationships and respect the boundaries that define therapeutic relationships.
- Prof 4. Recognize, anticipate, and navigate ethical dilemmas in medical care, including conflict of interest and competing priorities, in ways that maintain the primacy of patient interests and the health of the public.
- Prof 5. Participate as an important part of the health care team and share responsibility for quality patient care.

V. PRACTICE-BASED LEARNING AND IMPROVEMENT

Students will demonstrate the ability to investigate and evaluate one's performance including the ability to appraise and assimilate scientific evidence and to continuously improve in areas including patient care based on constant self-evaluation and lifelong learning. Students will:

- PBLI 1. Critically evaluate self and peers and provide constructive feedback.
- PBLI 2. Engage in self-directed learning, reflective practice, guided self-assessment, and demonstrate receptivity to feedback.
- PBLI 3. Use self-awareness of one's limitations to seek help and to engage in activities that address one's gaps in knowledge, skills, and attitudes.
- PBLI 4. Locate, critically appraise, and apply evidence to achieve optimal patient outcomes.
- PBLI 5. Recognize the limitations of scientific evidence and weigh uncertainty to guide decisions.
- PBLI 6. Utilize current and emerging technology.
- PBLI 7. Describe how data illustrating current performance at the individual, team, and systems levels is used to achieve the highest possible quality of care.

VI. SYSTEMS-BASED PRACTICE

Students will demonstrate an awareness of and responsiveness to the larger context and system of health care as well as the ability to call effectively on other resources in the system to provide optimal health care.

Students will:

- SBP 1. Understand the basic organization of health care systems including the various relationships between patients, providers, practices, and institutions.
- SBP 2. Advocate for safe, high-quality patient care and optimal patient care systems by participating in identifying areas for improvement, including system errors, and implementing potential solutions.
- SBP 3. Work effectively in various health care delivery settings and systems relevant to one's area of practice.
- SBP 4. Incorporate considerations of cost awareness and risk-benefit analysis in patient- and/or population-based care.
- SBP 5. Analyze current policies and practices affecting health care.
- SBP 6. Demonstrate key elements of leadership, management, and organizational behavior and describe how these elements apply in teams, health care organizations, and society.

VII. LEADERSHIP AND TEAMWORK (Including Interprofessional Teams)

Students will demonstrate the ability to engage in an interprofessional team in a manner that optimizes safe, effective patient- and population-centered care. Students will:

- LT 1. Understand one's own and others' roles in order to coordinate care by engaging the team and utilizing the full scope of knowledge, skills, and abilities to provide care that is safe, efficient, effective, and equitable.
- LT 2. Develop psychosocially and culturally sensitive skills that allow one to work within interprofessional teams.
- LT 3. Engage self and other health professionals to constructively manage values, roles, goals, and actions in guiding patient-centered care.
- LT4. Develop the ability to build, lead, and manage productive teams and to lead change.

VIII. CRITICAL THINKING AND DISCOVERY

Students will demonstrate active participation in problem solving and the discovery of knowledge. Students will:

- CTD 1. Be able to apply creative/critical thinking to develop new information and solutions.
- CTD 2. Contribute to the creation, dissemination, application, and translation of health care knowledge and practices.
- CTD 3. Demonstrate capable leadership including problem assessment and problem solving.