

## GENERAL TECHNICAL STANDARDS FOR RESIDENCY AND CLINICAL FELLOWSHIP AT THE UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL

A resident/fellow must possess abilities and skills in five areas: 1) observation; 2) communication; 3) sensory and motor coordination and function; 4) conceptualization, integrative, and analytic abilities; and 5) behavioral and social attributes and professionalism. These technical standards are to be understood as requirements for training in all UMass residency and clinical fellowship programs, and are not to be construed as competencies for practice in any given specialty.

In addition, a resident/fellow must be able to comply with the UMMS Policy for Residents and Fellows with Bloodborne Pathogen Infection AND UMass Memorial Medical Center policies, including Policy #5008 on Management of a Healthcare Worker Infected with a Bloodborne Pathogen. *Any resident who is a carrier of a bloodborne pathogen [including but not limited to Hep B virus (HBV), Hep C and HIV] may not be permitted to perform some invasive procedures. This may restrict the resident's ability to meet specialty specific requirements and thus prevent him/her from training in his/her chosen field.* See both policies for a more detailed description of such procedures and clinical environments. These standards are designed to protect the health and safety all healthcare workers and patients. All questions should be directed immediately to your prospective program director, the GME office or the Director of Infection Control.

### OBSERVATION

#### The resident must be able to:

- Observe a patient accurately at a reasonable distance and close at hand, noting non-verbal as well as verbal signals
- Detect color of skin, fluids, media, etc.
- Visualize and discriminate findings on X-rays and other imaging studies
- Efficiently read written and illustrated materials
- Observe demonstrations in the classroom (demonstration material, projected slides, videos, films, overheads)
- Observe and differentiate changes in body movement
- Observe anatomic structures
- Discriminate numbers and patterns (diagnostic instruments and tests, e.g., ECG, imaging studies)
- Possess sufficient hearing for required diagnostic functions (e.g., use of stethoscope) and for hearing the full range of human speech (whispered to loud voices)

### COMMUNICATION

#### The resident must be able to:

- Relate effectively and sensitively with patients, families, and other caregivers, conveying a sense of compassion and empathy
- Communicate clearly with and observe patients and families in order to elicit information including a thorough history from patients, families and other sources

- Accurately describe changes in mood, activity and posture
- Perceive verbal as well as non-verbal communications, and promptly respond to emotional communications (sadness, worry, agitation, lack of comprehension)
- Read and understand a large volume and breadth of materials (scientific, clinical)
- Impart knowledge information to others
- Communicate clinical information effectively and efficiently in oral and written English with members of the health care team and other health care professionals
- Communicate complex findings in appropriate terms to patients and their families
- Adjust form and content of communications to the patient's functional level or mental state
- Communicate complex findings in appropriate terms to various members of the health care team (fellow students, physicians, nurses, nurses aides, therapists, social workers, and paraprofessionals)
- Engage in a collaborative relationship with patients and families
- Read and record observations and plans legibly, efficiently, and accurately
- Prepare and communicate precise but complete summaries of individual encounters, including hospitalizations
- Complete forms according to directions in a complete and timely fashion

## **SENSORY AND MOTOR COORDINATION OR FUNCTION**

### **The resident must be able to:**

- Perform a physical exam utilizing palpation, auscultation, percussion, and other diagnostic maneuvers
- Provide basic first aid to patients in a timely manner
- Respond promptly to medical emergencies within the hospital
- Perform basic emergency interventions (CPR)
- Not hinder the ability of their co-workers to provide prompt care
- Perform basic diagnostic and therapeutic procedures (e.g., venepuncture, intravenous line placement and administration of iv medications, lumbar puncture) under non-emergent conditions.
- Transport oneself to a variety of ambulatory settings in a timely fashion

**The performance of more invasive procedures or participation in clinical environments where there is a definite risk of blood exposure may be impacted by healthcare bloodborne pathogen status.**

## **CONCEPTUAL, INTEGRATIVE, and ANALYTIC ABILITIES**

including capacities for measurement, calculation, reasoning, judgment, and synthesis

### **The resident must be able to:**

- Demonstrate clinical reasoning and problem solving
- Identify significant findings from history, physical exam and laboratory data
- Perceive subtle cognitive and behavioral findings and perform a mental status evaluation
- Provide a reasoned explanation for likely diagnoses (i.e., a reasoned differential diagnosis)
- Construct an appropriate diagnostic plan
- Prescribe appropriate medications and therapy
- Recall and retain information
- Deal with several tasks or problems simultaneously
- Identify and communicate the limits of their knowledge to others
- Incorporate new information from peers, teachers, and the medical literature in formulating diagnoses and plans
- Show good judgment in patient assessment, diagnostic, and therapeutic planning

## **BEHAVIORAL AND SOCIAL ATTRIBUTES AND PROFESSIONALISM -**

including empathy, integrity, honesty, concern for others, good interpersonal skills, interest and motivation

### **The resident must:**

- Possess the consistent capacity for the full use of their intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities attendant to diagnosis and care of patients, the development of mature, sensitive, and effective relationships with patients and with other health care providers
- Maintain a professional demeanor
- Maintain appropriate professional and ethical conduct
- Be able to function at a high level in the face of long hours and a high stress environment.
- Develop empathic relationships with patients and families while establishing appropriate professional boundaries
- Be accessible to and proficient in learning about diverse ethnic groups and cultural practices
- Provide comfort and reassurance where appropriate
- Protect patient confidentiality and the confidentiality of written and electronic medical records
- Possess adequate endurance to tolerate physically taxing workloads
- Function effectively under stress
- Flexibly adapt to changing environments
- Function in the face of uncertainties inherent in the clinical problems of patients
- Accept the responsibility of caring for others
- Accept appropriate suggestions and criticisms and modify behavior
- Give and accept criticism appropriately and without prejudice

*Please refer to UMMS GME Policy on Professional Behavior for additional information*