Texas Tech University Health Sciences Center  
General Surgery Residency Program  
Lubbock, Texas

Competency Based Goals and Objectives  
By Residency Level

A. Medical Knowledge  
B. Patient Care  
C. Practice Based Learning and Improvement  
D. Interpersonal and Communication Skills  
E. Professionalism  
F. System Based Practice

Level: PGY 1

Medical Knowledge

Goal
The resident will achieve detailed knowledge of the evaluation and management of surgical patients. The resident will learn to critically evaluate and demonstrate knowledge of how to access today's scientific information.

Objectives
- Demonstrate basic knowledge in the anatomy, physiology, and embryology of organ system as it pertains to surgical diseases.
- Demonstrate basic knowledge in the pathology and diagnosis of surgical diseases and understand the fundamentals of evaluating surgical risks in both elective and emergency settings.
- Discuss the basic principles of preoperative and postoperative management, including fluid and electrolyte management, pain control, wound care, drain management, and postoperative care.
- Expand the fund of knowledge from text books, journals, and electronic media.
- Demonstrate basic understanding of potential surgical complications. Know the management of these complications.
- Demonstrate acceptance of the importance of life long learning as a way to maintain surgical knowledge.
- Develop the habit of regularly reading about each surgical problem he or she encounters.

Patient Care

Goal
The resident will provide care that is compassionate, appropriate, and effective for the treatment of the surgical patient. The resident will develop manual dexterity and be able to develop and execute patient care plans appropriate for their level of training.

Objectives
- Obtain a detailed history and perform a complete and thorough physical examination with a high degree of accuracy.
- Demonstrate the ability to gather essential and accurate patient information.
- Make informed decisions about diagnostic and therapeutic interventions based on level of training.
- Efficiently complete patient care activities.
- Perform pre and postoperative care of patient with basic understanding of basic science as it applies to surgical diseases.
• Understand the principles involved in operations, handling of tissue, dissection of tissue planes, suture and ligature techniques, and perform operative procedures appropriate for level of training.
• Learn to maintain close communication with senior residents and attendings.
• Maintain timely, legible, and thorough medical records.
• Provide safe patient care.
• Be reliable and honest.

**Practice Based Learning and Improvement**

**Goal**
The resident will investigate and evaluate his or her own patient care practices, appraise and assimilate scientific evidence, and initiate improvement in patient care.

**Objectives**
- Analyze, critique, and review surgical literature as it applies to practice based medicine.
- Use information technology and other multi media resources to increase medical knowledge and assist in patient care.
- Develop a personal program of self study and professional growth with guidance from the teaching staff and faculty.
- Participate in the education of medical students and other health care professionals.
- Apply knowledge of study design and statistical methods to appraise the literature.
- Analyze practice experience and perform practice based improvement activities.

**Interpersonal and Communication Skills**

**Goal**
The resident will learn to demonstrate interpersonal and communication skills that result in effective information exchange with patients, their families, and professional associates.

**Objectives**
- Demonstrate the ability to respectfully and effectively develop a therapeutic relationship with patients and their families.
- Work well with faculty, nurses, and other support staff.
- Gather essential information from patients to be able to document patient encounters accurately and completely.
- Respect diversity and cultural, ethnic, spiritual, emotional, and age specific differences in patients and other members of the health care team.
- Demonstrate the ability to effectively use feedback provided by others.
- Write orders and progress reports in coherent and legible manner. Develop the habit of keeping the patients and their families informed and up to date regarding their clinical status.
- Communicate effectively with senior residents, attendings, and consultants.

**Professionalism**

**Goal**
The resident will learn to demonstrate a commitment to carrying out professional responsibilities, adherence to organizational and ethical principles, and demonstrate sensitivity to diverse patient population.

**Objectives**
- Be responsible and dependable.
- Understand the importance of honesty in the doctor/patient relationship and other medical interactions.
- Respond and answer pages promptly.
- Demonstrate open and responsive attitude to feedback from other team members, patients, families, and peers.
- Practice patient advocacy at all times.
- Complete medical records honestly and punctually.
- Treat patients, families, staff, and other personnel with respect and honestly.
- Dress appropriately and in a professional manner at all times.
- Demonstrate commitment to ethical principles including maintaining confidentiality of patient information, informed consent and other business practices.
- Accept responsibility and is accountable for his or her own actions.
- Show respect and understanding of cultural differences.
- Participate in appropriate sign outs at the beginning and ending of each shift.

**System Based Practice**

**Goal**
The resident will demonstrate an awareness of, and responsiveness to, the larger context and system of healthcare and be able to call on system resources to provide care that is of optimal value to their patients.

**Objectives**
- Practice quality, cost effective healthcare.
- Advocate and facilitate patient advancements through the healthcare system.
- Understand different surgical practice models and delivery systems, and how to best utilize them to care for their patients.
- Understand, access, and utilize resource providers and systems to provide optimal care for their patients.
- Understand the importance of cost to benefit analysis.
- Understand the value of, and uses, practice guidelines. Work with other healthcare professionals to provide patient focused care within the larger system.
Level: PGY 2

Medical Knowledge

Goal
The resident will achieve detailed knowledge of the evaluation and management of surgical patients. The resident will learn to critically evaluate and demonstrate knowledge of how to access today's scientific information.

Objectives
- Demonstrate proficiency in the anatomy, physiology, and embryology of organ system as it pertains to surgical diseases.
- Demonstrate proficiency in the pathology and diagnosis of surgical diseases and understand the fundamentals of evaluating surgical risks in both elective and emergency settings.
- Discuss the principles of preoperative and postoperative management, including fluid and electrolyte management, pain control, wound care, drain management, and postoperative care.
- Expand the fund of knowledge from text books, journals, and electronic media.
- Demonstrate understanding of potential surgical complications. Know the management of these complications.
- Apply investigatory, analytical, and evidence based approaches to clinical decision making.
- Develop well thought out evidence based treatment plans for simple patient care issues.
- Educate interns and medical students in basic patient evaluation and management.
- Demonstrate acceptance of the importance of life long learning as a way to maintain surgical knowledge.
- Develop the habit of regularly reading about each surgical problem he or she encounters.

Patient Care

Goal
The resident will provide care that is compassionate, appropriate, and effective for the treatment of the surgical patient. The resident will develop manual dexterity and be able to develop and execute patient care plans appropriate for their level of training.

Objectives
- Obtain a detailed history and perform a complete and thorough physical examination with a high degree of accuracy.
- Demonstrate the ability to gather essential and accurate patient information.
- Make informed decisions about diagnostic and therapeutic interventions based on level of training.
- Efficiently complete patient care activities.
- Perform pre and postoperative care of patient with comprehensive understanding of basic science as it applies to surgical diseases.
- Understand the principles involved in operations, handling of tissue, dissection of tissue planes, suture and ligature techniques, and perform operative procedures appropriate for level of training.
- Learn to maintain close communication with senior residents and attendings.
- Maintain timely, legible, and thorough medical records.
- Provide safe patient care.
- Be reliable and honest.
- Pay attention to subtle details and be able to recognize patients with a potential for rapid deterioration.
- Initiate patient management plans for complex patient care situations.

Practice Based Learning and Improvement

Goal
The resident will investigate and evaluate his or her own patient care practices, appraise and assimilate scientific evidence, and initiate improvement in patient care.

Objectives
- Analyze, critique, and review surgical literature as it applies to practice based medicine.
- Use information technology and other multimedia resources to increase medical knowledge and assist in patient care.
- Develop a personal program of self study and professional growth with guidance from the teaching staff and faculty.
- Apply knowledge of study design and statistical methods to appraise the literature and conduct scientific research.
- Analyze practice experience, perform practice based improvement activities and research.
- Participate in practice based clinical research.

**Interpersonal and Communication Skills**

**Goal**
The resident will learn to demonstrate interpersonal and communication skills that result in effective information exchange with patients, their families, and professional associates.

Objectives
- Demonstrate the ability to respectfully and effectively develop a therapeutic relationship with patients and their families.
- Gather essential information from patients to be able to document patient encounters accurately and completely.
- Respect diversity and cultural, ethnic, spiritual, emotional, and age specific differences in patients and other members of the health care team.
- Demonstrate the ability to effectively use feedback provided by others.
- Write orders and progress reports in a coherent and legible manner. Develop the habit of keeping the patients and their families informed and up to date regarding their clinical status.
- Acknowledge the contributions of other team members and support staff.
- Communicate effectively with senior residents, attendings, junior residents, and ancillary staff.
- Restrain from conflicts with peers and support staff, and enhance team morale.

**Professionalism**

**Goal**
The resident will learn to demonstrate a commitment to carrying out professional responsibilities, adherence to organizational and ethical principles, and demonstrate sensitivity to diverse patient population.

Objectives
- Understand the importance of honesty in the doctor/patient relationship and other medical interactions.
- Respond and answer pages promptly.
- Demonstrate open and responsive attitude to feedback from other team members, patients, families, and peers.
- Practice patient advocacy at all times.
- Complete medical records honestly and punctually.
- Dress appropriately and in a professional manner at all times.
- Demonstrate commitment to ethical principles including maintaining confidentiality of patient information, informed consent and other business practices.
• Accept responsibility and is accountable for his or her own actions.
• Practice being a good teacher to interns, medical students, and support staff.
• Participate in discussions and become an integral part of rounds and other teaching activities.
• Participate in appropriate sign outs at the beginning and ending of each shift.

System Based Practice
Goal
The resident will demonstrate an awareness of, and responsiveness to, the larger context and system of healthcare and be able to call on system resources to provide care that is of optimal value to their patients.

Objectives
• Practice quality, cost effective healthcare.
• Advocate and facilitate patient advancements through the healthcare system.
• Understand different surgical practice models and delivery systems, and how to best utilize them to care for their patients.
• Understand, access, and utilize resource providers and systems to provide optimal care for their patients.
• Understand the importance of cost to benefit analysis.
• Understand the value of, and uses, practice guidelines. Work with other healthcare professionals to provide patient focused care within the larger system.
• Provide consultations for other services.
• Appropriately ask for consultations from other services.
Level: PGY 3

Medical Knowledge

Goal
The resident will achieve detailed knowledge of the evaluation and management of surgical patients. The resident will learn to critically evaluate and demonstrate knowledge of how to access today's scientific information.

Objectives
- Demonstrate proficiency in the anatomy, physiology, and embryology of organ system as it pertains to surgical diseases.
- Demonstrate proficiency in the pathology and diagnosis of surgical diseases and understand the fundamentals of evaluating surgical risks in both elective and emergency settings.
- Learn the principles of preoperative and postoperative management, including fluid and electrolyte management, pain control, wound care, drain management, and postoperative care.
- Expand the fund of knowledge from text books, journals, and electronic media.
- Demonstrate understanding of potential surgical complications. Know the management of these complications.
- Have a thorough understanding of the basic and clinical science principles applicable to surgery.
- Read, understand, and analyze classic and more recent surgical articles.
- Apply investigatory, analytical, and evidence based approaches to clinical decision making.
- Develop well thought out evidence based treatment plans for complex patient care issues.
- Educate junior residents and medical students in basic patient evaluation and management.
- Demonstrate acceptance of the importance of life long learning as a way to maintain surgical knowledge.
- Develop the habit of regularly reading about each surgical problem he or she encounters.

Patient Care

Goal
The resident will provide care that is compassionate, appropriate, and effective for the treatment of the surgical patient. The resident will develop manual dexterity and be able to develop and execute patient care plans appropriate for their level of training.

Objectives
- Make informed decisions about diagnostic and therapeutic interventions based on level of training.
- Formulate diagnosis and treatment plans for planned procedures with high accuracy.
- Perform pre and postoperative care of patient with comprehensive understanding of basic science as it applies to surgical diseases.
- Learn to maintain close communication with senior residents and attendings.
- Maintain timely, legible, and thorough medical records.
- Provide safe patient care.
- Be reliable and honest.
- Pay attention to subtle details and be able to recognize patients with a potential for rapid deterioration.
- Initiate patient management plans for complex patient care situations.
- Demonstrate responsibility for overall patient care.
- Demonstrate improved proficiency in emergency room diagnosis, evaluation, and triage.
- Demonstrate good judgment, safety, and effective technical skills in operative cases.
• Perform complex operative procedures under direct supervision.

Practice Based Learning and Improvement
Goal
The resident will investigate and evaluate his or her own patient care practices, appraise and assimilate scientific evidence, and initiate improvement in patient care.

Objectives
• Analyze, critique, and review surgical literature as it applies to practice based medicine.
• Use information technology and other multi media resources to increase medical knowledge and assist in patient care.
• Develop a personal program of self study and professional growth with guidance from the teaching staff and faculty.
• Participate in the teaching and organization of the educational conferences and activities of the Department of Surgery.
• Demonstrate proficiency at teaching and being a role model for junior residents and medical students.
• Demonstrate a proficiency in utilizing practice guidelines and clinical pathways.
• Be actively involved in practice based research and improvement plans.

Interpersonal and Communication Skills
Goal
The resident will learn to demonstrate interpersonal and communication skills that result in effective information exchange with patients, their families, and professional associates.

Objectives
• Demonstrate the ability to respectfully and effectively develop a therapeutic relationship with patients and their families.
• Respect diversity and cultural, ethnic, spiritual, emotional, and age specific differences in patients and other members of the health care team.
• Demonstrate the ability to effectively use feedback provided by others.
• Demonstrate effective leadership of a health care team.
• Acknowledge the contributions of other team members and support staff.
• Restrain from conflicts with peers and support staff, and enhance team morale.
• Be able to plan, prepare, and carry out educational presentations.
• Take leadership in the interaction with patients and their families on a daily basis.
• Communicate effectively with senior residents, attendings, other residents, and ancillary staff.
• Interact effectively with consulting services.
• Demonstrate proficiency in public speaking and exchange of ideas during conferences or rounds.

Professionalism
Goal
The resident will learn to demonstrate a commitment to carrying out professional responsibilities, adherence to organizational and ethical principles, and demonstrate sensitivity to diverse patient population.

Objectives
• Understand the importance of honesty in the doctor/patient relationship and other medical interactions.
• Respond and answer pages promptly.
• Participate in appropriate sign outs at the beginning and ending of each shift.
• Demonstrate open and responsive attitude to feedback from other team members, patients, families, and peers.
- Complete medical records honestly and punctually.
- Treat patients, families, staff, and other personnel with respect and honestly.
- Dress appropriately and in a professional manner at all times.
- Demonstrate commitment to ethical principles including maintaining confidentiality of patient information, informed consent and other business practices.
- Accept responsibility and be accountable for his or her own actions.
- Practice being a good teacher to interns, medical students, and support staff.
- Participate in discussions and become an integral part of rounds and other teaching activities.
- Show respect and understanding of the patient's and their family's emotional state and cultural differences.
- Practice quality, cost-effective healthcare.
- Provide consultations for other services.
- Appropriately ask for consultations from other services.
- Advocate and facilitate patient advancements through the healthcare system.
- Understand different surgical practice models and delivery systems, and how to best utilize them to care for their patients.
- Understand, access, and utilize resource providers and systems to provide optimal care for their patients.
- Be able to describe the therapeutic support system necessary to achieve optimal change of recovery for the patient.
- Be able to deliver patient care with an understanding of cost versus benefit considerations, medical economics, outcome analysis, quality improvement, and medical legal issues.
- Have a comprehensive understanding and use of practice guidelines and clinical pathways.

**System Based Practice**

**Goal**

The resident will demonstrate an awareness of, and responsiveness to, the larger context and system of healthcare and be able to call on system resources to provide care that is of optimal value to their patients.

**Objectives**

- Practice quality, cost-effective healthcare.
- Provide consultations for other services.
- Appropriately ask for consultations from other services.
- Advocate and facilitate patient advancements through the healthcare system.
- Understand different surgical practice models and delivery systems, and how to best utilize them to care for their patients.
- Understand, access, and utilize resource providers and systems to provide optimal care for their patients.
- Be able to describe the therapeutic support system necessary to achieve optimal chance of recovery for the patient.
- Be able to deliver patient care with an understanding of cost versus benefit considerations, medical economics, outcome analysis, quality improvement, and medical legal issues.
- Have a comprehensive understanding and use of practice guidelines and clinical pathways.
Level: PGY 4

Medical Knowledge

Goal
The resident will achieve detailed knowledge of the evaluation and management of surgical patients. The resident will learn to critically evaluate and demonstrate knowledge of how to access today’s scientific information.

Objectives
- Demonstrate a thorough understanding of the basic and clinical science principles applicable to surgery.
- Demonstrate understanding of potential surgical complications. Know the management of these complications.
- Define and describe the anatomic aspects of even the most complex general surgery operations.
- Demonstrate competency in treating surgical diseases with a thorough understanding of pathophysiology.
- Demonstrate medical knowledge and deep understanding of pathophysiology and treatment of surgical diseases at conferences.
- Read, understand, and analyze classic and more recent surgical literature.
- Apply investigatory, analytical, and evidence based approaches to clinical decision making.
- Develop well thought out evidence based treatment plans for complex patient care issues.
- Is able to engage in mature and knowledgeable discussions on controversial issues in surgery.
- Educate junior residents and medical students in basic patient evaluation and management.
- Demonstrate acceptance of the importance of life long learning as a way to maintain surgical knowledge.
- Develop the habit of regularly reading about each surgical problem he or she encounters.

Patient Care

Goal
The resident will provide care that is compassionate, appropriate, and effective for the treatment of the surgical patient. The resident will develop manual dexterity and be able to develop and execute patient care plans appropriate for their level of training.

Objectives
- Demonstrate independence in the evaluation and management of all aspects of patient care.
- Make complex management plans and decisions for complicated cases.
- Uniformly pay attention to fine details and note subtle findings.
- Demonstrate good judgment, safety, and patient advocacy.
- Understand the social and economic needs of the patients, and demonstrate a good understanding of ethical dilemmas.
- Be able to independently perform straight forward surgical procedures.
- Develop technical skills consistent with working independently.
- Perform complex operative procedures under direct supervision.
- Demonstrate responsibility for overall patient care.
- Demonstrate proficiency in emergency room diagnosis, evaluation, and triage.
- Maintain timely, legible, and thorough medical records.
- Provide safe patient care.
- Be reliable and honest.
**Practice Based Learning and Improvement**

**Goal**
The resident will investigate and evaluate his or her own patient care practices, appraise and assimilate scientific evidence, and initiate improvement in patient care.

**Objectives**
- Analyze, critique, and review surgical literature as it applies to practice based medicine.
- Develop a personal program of self study and professional growth with guidance from the teaching staff and faculty.
- Apply knowledge of study design and statistical methods to appraise the literature and conduct scientific research.
- Analyze practice experience, perform practice based improvement activities and research.
- Participate in the teaching and organization of the educational conferences and activities of the Department of Surgery.
- Demonstrate a proficiency in utilizing practice guidelines and clinical pathways.
- Be actively involved in practice based research and improvement plans.
- Be highly proficient at teaching junior residents and medical students.
- Demonstrate leadership and practice management by organizing and running a service.
- Demonstrate evidence of clinical perspective and medical knowledge by confident case presentations at conferences.

**Interpersonal and Communication Skills**

**Goal**
The resident will learn to demonstrate interpersonal and communication skills that result in effective information exchange with patients, their families, and professional associates.

**Objectives**
- Respect diversity and cultural, ethnic, spiritual, emotional, and age specific differences in patients and other members of the health care team.
- Demonstrate the ability to effectively use feedback provided by others.
- Be highly proficient in interacting with patients, families, nurses, and other health care professionals to achieve the best outcome for the patients.
- Develop in-depth therapeutic relationship with patients using effective listening skills and candid feedback.
- Develop in-depth relationship with patient and their family keeping them informed about the status of the patient.
- Demonstrate the ability to conduct in-depth, precise scientific discussions at conferences and other educational activities.
- Demonstrate recognition of capabilities and limitations of self, team, institution, and practice.
- Practice personal self assessment and regulation.

**Professionalism**

**Goal**
The resident will learn to demonstrate a commitment to carrying out professional responsibilities, adherence to organizational and ethical principles, and demonstrate sensitivity to diverse patient population.

**Objectives**
- Understand the importance of honesty in the doctor/patient relationship and other medical interactions.
- Demonstrate open and responsive attitude to feedback from other team members, patients, families, and peers.
- Dress appropriately and in a professional manner at all times.
• Demonstrate commitment to ethical principles including maintaining confidentiality of patient information, informed consent and other business practices.
• Accept responsibility and is accountable for his or her own actions.
• Actively participate in discussions and become an integral part of rounds, attending staff conferences, etc.
• Demonstrates a high standard of personal conduct (very respectful and responsive to the needs of the patients).
• Coordinate and manage a service to lead and guide more junior residents without intimidation.
• Be able to discuss sensitive issues, such as end of life issues, sensitively, patiently, and compassionately with an understanding of the patient’s different social and cultural values.

**System Based Practice**

**Goal**
The resident will demonstrate an awareness of, and responsiveness to, the larger context and system of healthcare and be able to call on system resources to provide care that is of optimal value to their patients.

**Objectives**
- Understand different surgical practice models and delivery systems, and how to best utilize them to care for their patients.
- Understand the value of, and uses, practice guidelines. Work with other healthcare professionals to provide patient focused care within the larger system.
- Present new and interesting ideas using the latest technology to provide high quality patient care and education.
- Be able to describe the therapeutic support system necessary to achieve optimal chance of recovery for the patient.
- Practice overall efficient cost conscious reliable patient management, both in and out of the operating room.
- Be able to deliver patient care with an understanding of cost versus benefit considerations, medical economics, outcome analysis, quality improvement, and medical legal issues.
- Completely understand, access, and utilize resources both providers and within the system to provide optimal surgical care.
- Demonstrate an awareness of the larger context and system of health care.
- Understand the role of the surgeon in the health care team.
Level: PGY 5

Medical Knowledge

Goal
The resident will achieve detailed knowledge of the evaluation and management of surgical patients. The resident will learn to critically evaluate and demonstrate knowledge of how to access today's scientific information.

Objectives
- Demonstrate a thorough understanding of the basic and clinical science principles applicable to surgery.
- Demonstrate understanding of potential surgical complications. Know the management of these complications.
- Define and describe the anatomic aspects of even the most complex general surgery operations.
- Demonstrate competency in treating surgical diseases with a thorough understanding of pathophysiology.
- Demonstrate medical knowledge and deep understanding of pathophysiology and treatment of surgical diseases at conferences.
- Read, understand, and analyze classic and more recent surgical literature.
- Apply investigatory, analytical, and evidence based approaches to clinical decision making.
- Develop well thought out evidence based treatment plans for complex patient care issues.
- Is able to engage in mature and knowledgeable discussions on controversial issues in surgery.
- Educate junior residents and medical students in basic patient evaluation and management.
- Demonstrate acceptance of the importance of life long learning as a way to maintain surgical knowledge.
- Develop the habit of regularly reading about each surgical problem he or she encounters.

Patient Care

Goal
The resident will provide care that is compassionate, appropriate, and effective for the treatment of the surgical patient. The resident will develop manual dexterity and be able to develop and execute patient care plans appropriate for their level of training.

Objectives
- Demonstrate independence in the evaluation and management of all aspects of patient care.
- Make complex management plans and decisions for complicated cases.
- Uniformly pay attention to fine details and note subtle findings.
- Demonstrate good judgment, safety, and patient advocacy.
- Understand the social and economic needs of the patients, and demonstrate a good understanding of ethical dilemmas.
- Be able to independently perform straightforward surgical procedures.
- Develop technical skills consistent with working independently.
- Perform complex operative procedures under direct supervision.
- Demonstrate responsibility for overall patient care.
- Demonstrate proficiency in emergency room diagnosis, evaluation, and triage.
- Maintain timely, legible, and thorough medical records.
- Provide safe patient care.
- Be reliable and honest.
- Demonstrate good judgment, safety, and effective technical skills in the operating room.
• Make sound medical, ethical, and legal judgment appropriate for an attending surgeon.
• Competently address ethical issues such as end of life care, refusal of treatment, and complicated consent form.
• Interact actively and compassionately with patients and their families on a daily basis.
• Demonstrate the commitment to scholarly pursuit through the conduct and evaluation of research.

**Practice Based Learning and Improvement**

**Goal**
The resident will investigate and evaluate his or her own patient care practices, appraise and assimilate scientific evidence, and initiate improvement in patient care.

**Objectives**
• Analyze, critique, and review surgical literature as it applies to practice based medicine.
• Develop a personal program of self study and professional growth with guidance from the teaching staff and faculty.
• Demonstrate proficiency at teaching and being a role model for junior residents and medical students.
• Demonstrate a proficiency in utilizing practice guidelines and clinical pathways.
• Be actively involved in practice based research and improvement plans.
• Demonstrate leadership and practice management by organizing and running a service.
• Demonstrate evidence of clinical perspective and medical knowledge by confident case presentations at conferences.
• Participate in the teaching and organization of the educational conferences and activities in the Department of Surgery.
• J cxg"c"mp gtu cpl i p"q pglqyp p"enle nho k cvqpu and limitations of surgery in general.
• Be actively involved in research (measurement of outcomes, benchmarking with national and local standards).
• Have a constant reassessment of personal learning outcomes.

**Interpersonal and Communication Skills**

**Goal**
The resident will learn to demonstrate interpersonal and communication skills that result in effective information exchange with patients, their families, and professional associates.

**Objectives**
• Respect diversity and cultural, ethnic, spiritual, emotional, and age specific differences in patients and other members of the health care team.
• Demonstrate the ability to effectively use feedback provided by others.
• Be highly proficient in interacting with patients, families, nurses, and other health care professionals to achieve the best outcome for the patients.
• Develop in-depth therapeutic relationship with patients using effective listening skills and candid feedback.
• Develop in-depth relationship with patient and their family keeping them informed about the status of the patient.
• Demonstrate the ability to conduct in-depth, precise scientific discussions at conferences and other educational activities.
• Demonstrate recognition of capabilities and limitations of self, team, institution, and practice.
• Have knowledge of system factors that can impede effective communication.
• Demonstrate the ability to negotiate and resolve conflicts within the team or between services.
**Professionalism**

**Goal**
The resident will learn to demonstrate a commitment to carrying out professional responsibilities, adherence to organizational and ethical principles, and demonstrate sensitivity to diverse patient population.

**Objectives**
- Understand the importance of honesty in the doctor/patient relationship and other medical interactions.
- Demonstrate open and responsive attitude to feedback from other team members, patients, families, and peers.
- Dress appropriately and in a professional manner at all times.
- Demonstrate commitment to ethical principles including maintaining confidentiality of patient information, informed consent and other business practices.
- Accept responsibility and is accountable for his or her own actions.
- Actively participate in discussions and become an integral part of rounds, attending staff conferences, etc.
- Demonstrates a high standard of personal conduct (very respectful and responsive to the needs of the patients).
- Coordinate and manage a service to lead and guide more junior residents without intimidation.
- Be able to discuss sensitive issues, such as end of life issues, sensitively, patiently, and comprehensively.
- Become familiar with the American College of Surgeons and the American Medical Association Code of Professional Conduct.
- Treat patients, families, staff, and other personnel with full respect and honesty.
- Function as a role model and mentor to junior residents as well as medical students.

**System Based Practice**

**Goal**
The resident will demonstrate an awareness of, and responsiveness to, the larger context and system of healthcare and be able to call on system resources to provide care that is of optimal value to their patients.

**Objectives**
- Be able to deliver patient care with an understanding of cost versus benefit considerations, medical economics, outcome analysis, quality improvement, and medical legal issues.
- Have a comprehensive understanding and use of practice guidelines and clinical pathways.
- Completely understand, access, and utilize resources both providers and within the system to provide optimal surgical care.
- Understand different surgical practice models and delivery systems and how best to utilize them for individual patients.
- Show deep understanding of micro and macro systems in healthcare and their impact on patient care and the role of the surgeon in the health care team.
- Understand system factors, barriers, hazards, policies, and quality issues related to individual patient care.
- Demonstrate an awareness of larger context and system of health care.