ACGME Infectious Diseases Milestones

Each fellow must reach the following milestones in order to graduate from the program. The descriptors below expand upon the qualities of a physician who has reached these milestones and is competent to practice the field of infectious diseases without supervision. It focuses on the delivery of safe, effective, patient-centered, timely, efficient, and equitable care.

Patient Care Milestones:

1) Gathers and synthesizes essential and accurate information to define each patient’s clinical problem(s).
   - Obtains relevant historical subtleties, including sensitive information that informs the differential diagnosis
   - Identifies subtle or unusual physical exam findings
   - Efficiently utilizes all sources of secondary data to inform differential diagnosis
   - Effectively uses history and physical examination skills to minimize the need for further diagnostic testing

2) Develops and achieves comprehensive management plan for each patient.
   - Appropriately modifies care plans based on patient’s clinical course, additional data, patient preferences, and cost-effectiveness principles
   - Recognizes disease presentations that debate from common patterns and require complex decision-making, incorporating diagnostic uncertainty
   - Manages complex acute and chronic conditions

3) Manages patients with progressive responsibility and independence.
   - Independently manages patients across applicable inpatient, outpatient, and ambulatory clinical settings who have a broad spectrum of clinical disorders, including undifferentiated syndromes
   - Seeks additional guidance and/or consultation as appropriate
   - Appropriately manages situations requiring urgent or emergency care
   - Effectively supervises the management decisions of the team in all appropriate clinical settings

4) Requests and provides consultative care.
   - Provides consultation services for patients with basic and complex clinical problems requiring detailed risk assessment
   - Appropriately integrates recommendations from other consultants in order to effectively manage patient care

Medical Knowledge Milestones:

5) Possesses clinical knowledge.
   - Possesses the scientific, socioeconomic, and behavioral knowledge required to provide care for complex medical conditions and comprehensive preventive care

6) Knowledge of diagnostic testing and procedures.
   - Interprets complex diagnostic tests accurately while accounting for limitations and biases
   - Knows the indications for, and limitations of, diagnostic testing and procedures
   - Understands the concepts of pre-test probability and test performance characteristics
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- Teaches the rationale and risks associated with common procedures and anticipates potential complications of procedures

7) Scholarship.
- Formulates ideas worthy of scholarly investigation
- Collaborates with other investigators to design and complete a project related to clinical practice, quality improvement, patient safety, education, or research
- Critiques specialized scientific literature effectively
- Dissects a problem into its many component parts and identifies strategies for solving
- Uses analytical methods of the field effectively
- Presents scholarly activity at local or regional meetings, and/or submits an abstract summarizing scholarly work to regional/state/national meetings, and/or publishes non-peer-reviewed manuscript(s) (reviews, book chapters)

Systems-Based Practice Milestones:

8) Works effectively within an interprofessional team (e.g., with peers, consultants, nursing, ancillary professionals, and other support personnel).
- Understands the roles and responsibilities of, and effectively partners with, all members of the team
- Efficiently coordinates activities of other team members to optimize care

9) Recognizes system error and advocates for system improvement.
- Identifies systemic causes of medical error and navigates them to provide safe patient care
- Advocates for safe patient care and optimal patient care systems
- Activates formal system resources to investigate and mitigate real or potential medical error
- Reflects upon and learns from own critical incidents that may lead to medical error

10) Identifies forces that impact the cost of health care, and advocates for and practices cost-effective care.
- Consistently works to address patient-specific barriers to cost-effective care
- Advocates for cost-conscious utilization of resources such as emergency department visits and hospital readmissions
- Incorporates cost-awareness principles into standard clinical judgments and decision-making, including use of screening tests

11) Transitions patients effectively within and across health delivery systems.
- Appropriately utilizes available resources to coordinate care and manage conflicts to ensure safe and effective patient care within and across delivery systems
- Actively communicates with past and future caregivers to ensure continuity of care
- Anticipates needs of patient, caregivers, and future care providers and takes appropriate steps to address those needs

Practiced-Based Learning and Improvement Milestones:

12) Monitors practice with a goal for improvement.
- Regularly self-reflects upon one’s practice or performance, and consistently acts upon those reflections to improve practice
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- Recognizes sub-optimal practice or performance as an opportunity for learning and self-improvement

13) Learns and improves via performance audit.
   - Analyzes own clinical performance data and actively works to improve performance
   - Actively engages in opportunities to achieve focused education and performance improvement
   - Demonstrates the ability to apply common principles and techniques of quality improvement to improve care for panel of patients

14) Learns and improves via feedback.
   - Solicits feedback from all members of the interprofessional team and patients
   - Welcomes unsolicited feedback
   - Consistently incorporates feedback
   - Able to reconcile disparate or conflicting feedback

15) Learns and improves at the point of care.
   - Routinely reconsiders an approach to a problem, asks for help, or seeks new information
   - Routinely translates new medical information needs into well-formed clinical questions
   - Guided by the characteristics of clinical questions, efficiently searches medical information resources, including decision support tools and guideline
   - Independently appraises clinical research reports based on accepted criteria

Professionalism Milestones:

16) Has professional and respectful interactions with patients, caregivers, and members of the interprofessional team (e.g., peers, consultants, nursing, ancillary professionals, and support personnel).
   - Demonstrates empathy, compassion, and respect to patients and caregivers in all situations
   - Anticipates, advocates for, and actively works to meet the needs of patients and caregivers
   - Demonstrates a responsiveness to patient needs that supersedes self-interest
   - Positively acknowledges input of members of the interprofessional team and incorporates that input into plan of care, as appropriate
   - Regularly reflects on, assesses, and recommends physician and colleague self-care and wellness

17) Accepts responsibility and follows through on tasks.
   - Prioritizes multiple competing demands in order to complete tasks and responsibilities in a timely and effective manner
   - Willingly assumes professional responsibility regardless of the situation

18) Responds to each patient's unique characteristics and needs.
   - Recognizes and accounts for the personal characteristics and needs of each patient
   - Appropriately modifies care plan to account for a patient's unique characteristics and needs

19) Exhibits integrity and ethical behavior in professional conduct.
   - Demonstrates integrity, honesty, and accountability to patients, society, and the profession
   - Actively manages challenging ethical dilemmas and conflicts of interest
   - Identifies and responds appropriately to lapses of professional conduct among peer group
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- Regularly reflects on personal professional conduct
- Identifies and manages conflicts of interest

Interpersonal and Communication Milestones:

20) Communicates effectively with patients and caregivers.
   - Identifies and incorporates patient preference in shared decision-making in complex patient care conversations and the plan of care
   - Quickly establishes a therapeutic relationship with patients and caregivers, including persons of different socioeconomic and cultural backgrounds

21) Communicates effectively in interprofessional teams (e.g., with peers, consultants, nursing, ancillary professionals, and other support personnel).
   - Consistently and actively engages in collaborative communication with all members of the team
   - Verbal, non-verbal, and written communication consistently acts to facilitate collaboration with team members to enhance patient care

22) Appropriate utilization and completion of health records.
   - Patient-specific health records are organized, timely, accurate, comprehensive, and effectively communicate clinical reasoning
   - Provides effective and prompt medical information and test results/interpretations to physicians and patients