The Curricular Milestones (CMs)
Based on Competency 5: Professionalism (P)

**Being Ethical**
- **P-A1**: 1 month
  - Document and report clinical information truthfully
- **P-A2**: 1 month
  - Follow formal policies
- **P-A3**: 6 months
  - Accept personal errors and honestly acknowledge them
- **P-A4**: 36 months
  - Uphold ethical expectations of research and scholarly activity

**Compassion and Respect**
- **P-B1**: 3 months
  - Demonstrate empathy and compassion to all patients
- **P-B2**: 3 months
  - Demonstrate a commitment to relieve pain and suffering
- **P-B3**: 24 months
  - Provide support (physical, psychological, social and spiritual) for dying patients and their families
- **P-B4**: 24 months
  - Provide leadership for a team that respects patient dignity and autonomy

**Timely Evaluation and Feedback**
- **P-C1**: 12 months
  - Communicate constructive feedback to other members of the health care team
- **P-C2**: 18 months
  - Recognize, respond to and report impairment in colleagues or substandard care via peer review process

**Being Accessible**
- **P-D1**: 1 month
  - Respond promptly and appropriately to clinical responsibilities including but not limited to calls and pages
- **P-D2**: 6 months
  - Carry out timely interactions with colleagues, patients, and their designated caregivers

**Conflicts of Interest**
- **P-E1**: 6 months
  - Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients
- **P-E2**: 30 months
  - Maintain ethical relationships with industry
- **P-E3**: 30 months
  - Recognize and manage subtler conflicts of interest

**Personal Accountability**
- **P-F1**: 1 month
  - Dress and behave appropriately
- **P-F2**: 1 month
  - Maintain appropriate professional relationships with patients, families and staff
- **P-F3**: 6 months
  - Ensure prompt completion of clinical, administrative and curricular tasks
- **P-F4**: 12 months
Recognize and address personal, psychological, and physical limitations that may affect professional performance

**P-F5:** 12 months
Recognize the scope of his/her abilities and ask for supervision and assistance appropriately

**P-F6:** 30 months
Serve as a professional role model for more junior colleagues (e.g. medical students, interns)

**P-F7:** 30 months
Recognize the need to assist colleagues in the provision of duties

**Patient Advocacy**

**P-G1:** 6 months
Recognize when it is necessary to advocate for individual patient needs

**P-G2:** 30 months
Effectively advocate for individual patient needs

**Compliance with Public Health Care Policies**

**P-H1:** 24 months
Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious diseases)

**Respect of All People Regardless of Gender, Race, Religion, Ethnicity**

**P-I1:** 1 month
Treat patients with dignity, civility and respect, regardless of race, culture, gender, ethnicity, age, or socioeconomic status

**P-I2:** 30 months
Recognize and manage conflict when patient values differ from their own

**Confidentiality**

**P-J1:** 1 month
Maintain patient confidentiality

**P-J2:** 18 months
Educate and hold others accountable for patient confidentiality

**Disparities in Health Care**

**P-K1:** 12 months
Recognize that disparities exist in health care among populations and that they may impact care of the patient

**P-K2:** 36 months
Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering

**P-K3:** 36 months
Advocates for appropriate allocation of limited health care resources