Academic Clinician-Educator Scholars (ACES)
General Internal Medicine Fellowship Program

COMPETENCIES

By the end of the two-year fellowship, graduates will be competent in each of the activities in the following domains:

Teaching
- Use evidence-based medical education as the basis for teaching and learning strategies adopted
- Effectively use scholarly teaching techniques in the clinical and extra-clinical environments
- Assist learners in achieving the stated learning outcomes
- Assist learners to make appropriate use of information technology
- Teach to different levels of learners (e.g., students, interns, fellows, faculty)
- Prepare and deliver a lecture
- Use electronic presentations appropriately
- Choose and facilitate appropriate small-group teaching methods (e.g., case discussions, team-based learning, workshops, demonstration, role play)
- Teach clinical and procedural skills
- Teach clinical reasoning
- Teach an evidence-based approach to clinical medicine
- Use the Internet and social media for teaching
- Make appropriate use of clinical simulators (e.g., simulated patients)

Feedback and Assessment
- Assist learners to reflect on their experiences through questioning and feedback
- Carry out appraisal of learners emphasizing both strengths and areas for improvement
- Choose appropriate assessment instruments including observed clinical examinations, portfolios, 360° evaluations, and learner self-assessment
- Prepare written and oral evaluations
- Develop and carry out remediation plans

Scholarship
- Contribute to the development, dissemination, and translation of health professions education knowledge and practices
- Create teaching products, including web modules, handouts, chapters, and other scholarly products
- Present scholarly work at the local, regional, and national levels
- Disseminate scholarly work through peer-reviewed publication
- Be familiar with literature sources on medical education
Curriculum Development
- Understand principles of curriculum planning
- Undertake an assessment of learners' needs
- Define learning outcomes expected
- Apply learning theories and best practices to curricular design
- Specify the content of the curriculum
- Create an appropriate learning environment
- Implement curriculum
- Conduct evaluations to measure curricular impact

Education Theory
- Maintain knowledge of education theory, psychology and principles and applies this knowledge to education practice
- Understand and employ principles of adult learning
- Manage group dynamics and different learning styles
- Explore new learning technologies

Leadership
- Lead or implement change in educational programs or organizations
- Administer education programs
- Understand training regulations applicable to learners (e.g., LCME, AGME, and RRC guidelines)
- Appreciate and facilitate diversity

Self-Reflection
- Seek feedback from colleagues, supervisors, learners, patients, and others
- Reflect on and be aware of own strengths and weaknesses as a clinician, teacher, and researcher
- Develop strategic plans for self-improvement

References