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| **1. Gathers and synthesizes essential and accurate information to define each patient’s clinical problem(s). (PC1)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PC1-01 | Obtain and report | Formulate with relevance | Incorporate;Teach others the elements of |  | a comprehensive, accurate history, including review of all available records, on patients with rheumatic symptoms and signs. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| PC1-02 | Perform and report | Distinguish with relevance;Integrate | Teach others to perform | a comprehensive, accurate physical examination, using common and advanced techniques where applicable, on patients with rheumatic symptoms and signs. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC1-03 | Order and review | Interpret | Incorporate | Teach others about the clinical application of | diagnostic tests including, but not limited to, laboratory, imaging, electrodiagnostic and pathologic studies for the evaluation of the patient with rheumatic symptoms and signs. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC1-04 | List the steps of | Recognize normal anatomy | Differentiate abnormal findings | Teach others to detect abnormalities | using a standardized approach to the interpretation of musculoskeletal plain radiographs. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC1-05 | Describe applications, indications and limitations | Recognize normal anatomy; Differentiate abnormal findings | using a standardized approach for the interpretation of musculoskeletal ultrasonography for diagnostic purposes. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC1-06 | Recognize the need to | Without faculty member prompting, |  | collaboratively review imaging and tissue specimens with radiology and pathology services, respectively, to enhance patient safety and care |
|  [ ]  [ ]  [ ]  [ ]    |

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| **2. Develops and achieves comprehensive management plan for each patient. (PC2)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PC2-01 | List the components of | For uncomplicated presentations construct and implement | For complicated presentations construct and implement | Teach others to formulate | a comprehensive treatment plan, based on clinical evidence, clinical context, and patient preferences, counsel patients, and assess response to therapy. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC2-02 | Describe state and federal regulations for prescription of controlled substances as part of | Describe non-pharmacologic and pharmacologic components of;Implement, and monitor response to therapy, patient compliance, and detect signs and symptoms indicative of analgesic abuse as part of |  | a pain management strategy of the care plan. |
|  [ ]  [ ]  [ ]  [ ]   |
| PC2-03 | Describes indications and potential adverse events of | Obtains verbal or written informed consent for treatment with | Prescribe, monitor and assess response to | Teaches others to prescribe, monitor and assess response to | pharmacotherapy, including immunomodulatory agents, used in the management of patients with rheumatic diseases.  |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC2-04 | In comparison to adults, discuss the similarities and differences in drug disposition and its consequences regarding;List the currently used | Prescribe and adjust accordingly | pharmacotherapies for use in children and adolescents with rheumatic diseases. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC2-05 | Discuss how the changes in pharmacokinetics that occur with age affect | Prescribe and adjust appropriately | Teach others about | therapeutic and management strategies in the aging population with rheumatic diseases. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC2-06 | List options for | Describe applications and indications for | Incorporate | Teach others to incorporate | exercise and other rehabilitation strategies in the care of patients with rheumatic disorders. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| PC2-07 | With attending supervision | With attending supervision for complicated presentations | Independently;Teach others to | formulate and implement a management plan for patients with rheumatic emergencies (including organ or life threatening conditions), with a need for emergent, urgent or changes in level or goals of care. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **3. Manages patients with progressive responsibility and independence. (PC3)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PC3-01 | Describe the potential manifestations of | Formulate plans to screen for and manage | Implement and monitor plans for | Teach others to recognize and manage | disease-related exacerbations and the influence of comorbid illness during the provision of longitudinal and customized care to patients with rheumatic diseases. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC3-02 | Identify | Formulate plans to screen, assess severity, and manage | Implement and monitor plans to screen, assess severity, and manage  | Teach others to recognize and manage | disease- and treatment-related complications that may lead to long term morbidity, including the consideration for implications of comorbid diseases and the effects of aging. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC3-03 | Recognize | Develop strategies to manage | Implement strategies to manage | the psychosocial aspects of rheumatic diseases. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC3-04 | List and describe the utility of | Incorporate into practice | Teach others to incorporate into practice | the varied validated instruments in the assessment of pain, disease activity, function, and quality of life over time to monitor and adjust therapy. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **4a. Demonstrates skill in performing and interpreting invasive procedures. (PC4a) NOTE: PC4a and PC4b (non-invasive procedures) converted to single template of Skill in performing procedures**  |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PC4-01 | With attending supervision | Independently;Teach others to |  | obtain verbal or written informed consent from patient or caregiver for procedures. |
|  [ ]  [ ]  [ ]  [ ]   |
| PC4-02 | With attending supervision | With attending assistance for those that are complicated or previously unperformed | Independently;Teach others to | perform procedures including arthrocentesis and joint and soft tissue injections. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC4-03 | With attending supervision;With attending assistance for those that are complicated or previously unperformed;Independently;Teach others to | perform procedures including arthrocentesis and joint and soft tissue injections with ultrasound guidance, when appropriate and feasible. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC4-04 | With attending supervision | Independently | Teach others to |  | perform compensated polarized microscopy to examine and interpret synovial fluid. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |

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| **5. Requests and provides consultative care. (PC5)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PC5-01 | Identify the indications to | Proactively | Teach others why, when, and how to |  | refer to other healthcare providers for the co-management of patients with rheumatic disease. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| PC5-02 | Recognize the tissues commonly considered for | List the indications, expected risks and benefits, and available alternatives for | Implement plans to refer for;Teach others how to incorporate |  | diagnostic biopsies (including, but not limited to, temporal artery, renal, lung, muscle, nerve, skin, minor salivary gland, and brain) in the evaluation of rheumatic diseases, and refers when indicated and appropriate. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| PC5-03 | Identify opportunities for referral | Refer when indicated | to clinical registries and trials. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PC5-04 | With attending supervision | Independently | provide consultation when requested, in support of the primary care relationship, for patients with rheumatic symptoms and signs and appropriately integrate recommendations from other healthcare providers into the evaluation and management plan. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **6. Possesses Clinical knowledge (MK1)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| MK1-01 | Demonstrate basic | Demonstrate comprehensive | knowledge of the relevant structure and function of the musculoskeletal system, immune system and basic science for describing the pathophysiology of rheumatologic conditions. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK1-02 | Acknowledge the indications for | Independently distinguish indications for | Independently formulate specific consultative questions for |  | referrals to other subspecialists and ancillary services including orthopedics and rehabilitation medicine. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| MK1-03 | List | Explain | Differentiate subtle differences in |  | relevant mechanisms of action and potential adverse effects of agents used in the management of patients with rheumatologic conditions. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| MK1-04 | Report on | List |  | the anatomy, physiology and management of pain in patients with rheumatologic conditions. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| MK1-05 | List | Describe in detail | Explain the significance of | similarities and differences of the clinical presentation and management between adults and children with rheumatic conditions. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK1-06 | In uncomplicated cases, construct | In cases demonstrating increasing complexity, construct | In highly complex cases, with multi-system involvement, construct | Teach others to construct | a differential diagnosis for rheumatologic conditions, including consideration of non-rheumatic diseases. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK1-07 | Demonstrate basic | Demonstrate comprehensive |  | knowledge regarding the need for preventive care in patients with rheumatic conditions. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| MK1-08 | Demonstrate basic | Demonstrate comprehensive |  | knowledge to evaluate complex rheumatic diseases in the setting of multiple coexistent conditions, including the effects of aging. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| MK1-09 | Demonstrate basic | Demonstrate comprehensive | knowledge of socio-behavioral sciences including but not limited to health care economics and medical ethics.  |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **7. Knowledge of diagnostic testing and procedures. (MK2)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| MK2-01 | Identify | Describe | Differentiate | Teach | indications, risks and benefits of rheumatologic diagnostic testing, including but not limited to immunoassays, synovial fluid analysis, routine blood chemistries, hematologic studies, coagulation studies, radiographs, and DXA scanning. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK2-02 | Explain | Teach others about | major findings and interpretation of rheumatologic diagnostic testing, including but not limited to immunoassays, synovial fluid analysis, routine blood chemistries, hematologic studies, coagulation studies, radiographs, and DXA scanning. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK2-03 | List | Explain | Differentiate | indications, risks and benefits for more advanced diagnostic tests including imaging techniques (isotopic, PET, CT and MRI scanning, angiography and musculoskeletal ultrasound) and pathologic examination of tissues involved with rheumatic diseases. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK2-04 | Explain | Teach others | major findings and interpretation of more advanced diagnostic tests including imaging techniques (isotopic, PET, CT and MRI scanning, angiography and musculoskeletal ultrasound) and pathologic examination of tissues involved with rheumatic diseases. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **8. Scholarship. (MK3)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| MK3-01 | Demonstrate basic | Demonstrate comprehensive | knowledge of principles underlying critical appraisal of the medical literature. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK3-02 | List | Describe | Explain the significance of;Implement and interpret | basic biostatistical testing and epidemiological principles. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK3-03 | Describe principles underlying research study design for | Generate a hypothesis and select methodology for | Perform data collection and analysis for;Disseminate findings of;Recognize components of grant writing and submission for | a scholarly project related to clinical practice, quality improvement, patient safety, medical education or research in collaboration with a faculty mentor. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK3-04 | Prepare and submit an abstract | Prepare and submit a peer-reviewed manuscript;Prepare and submit a non-peer reviewed manuscript for publication (e.g. clinical review, book chapter) | to demonstrate effective scientific writing skills. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| MK3-05 | Effectively present orally at conferences, including but not limited to rheumatology grand rounds, lay education, local and national meetings | Present an abstract locally, regionally, or nationally |  | to disseminate scholarly work. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| MK3-06 | List | Describe;Explain the significance of;Enact |  | principles of informed consent as it pertains to investigation, involving human subjects. |
|  [ ]  [ ]  [ ]  [ ]   |

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| **9. Works effectively within an interprofessional team (e.g., with peers, consultants, nursing, ancillary professionals, and other support personnel). (SBP1)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| SBP1-01 | Acknowledge the contributions from | Actively participate and work with |  | health care providers from varied disciplines to promote patient-centered care. |
|  [ ]  [ ]  [ ]  [ ]   |
| SBP1-02 | Recognize the varied | Explain the contributions of | Participate in the activities of | health care providers who work to promote patient safety and to identify risks for and strategies to prevent medical errors. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| SBP1-03 | List the individual components that contribute to | Ascribe levels of complexity to the components that comprise | Implement | appropriate coding based on documentation and reimbursement policies. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| SBP1-04 | Describes | Differentiates among | Works effectively within | the spectrum of practice models for health care delivery, including the fundamentals of office and personnel management. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **10.** **Recognizes system error and advocates for system improvement. (SBP2)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| SBP2-01 | Recognize situations leading to inefficiencies, safety concerns and/or preventable medical errors when | Participate in a system level quality improvement initiatives while | Design and implement a system level quality improvement initiative while | partnering with other healthcare teams and professionals to improve the quality of care and patient safety within the system. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| SBP2-02 | Demonstrate ability to | Assist others within one’s own system to;Assist the public to | recognize opportunities to address causes of disparity in disease and healthcare delivery. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **11. Identifies forces that impact the cost of health care, and advocates for and practices cost-effective care. (SBP3)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| SBP3-01 | Recognize the necessity to integrate | Participate in decisions that reflect | Independently incorporate considerations of | cost awareness and cost benefit analysis for disease specific care as well as in individual patients. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| SBP3-02 | Recognize | Identify ways to address;Advocate for change of | Implement measures to correct | barriers impacting patient care, including socio-economic factors, healthcare literacy, medical disability and health care insurance coverage. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| SBP3-03 | Identify | Describe the impact on health care cost and access by | Leverage the advantages, for individual patients, of | the various health care settings (academic /public/private/VA) and stakeholders in the healthcare economy. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **12. Transitions patients effectively within and across health delivery systems. (SBP4)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| SBP4-01 | Identify the providers, therapies, and potential obstacles to successfully | Discuss strategies to overcome the obstacles to successfully | Implement strategies to successfully | coordinate care across multiple delivery systems, including ambulatory, subacute, acute, rehabilitation and skilled nursing facilities. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **13. Monitors practice with a goal for improvement. (PBLI1)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PBLI1-01 | Acknowledge the importance of reflection to | Routinely reflect on clinical interactions to;Describe his or her own efforts to | Seek resources to address |  | identify(ied) knowledge or skills gaps to enhance future clinical interactions. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| PBLI1-02 | Recognize | Implement | ways to improve his/her role in the effective management of a practice. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **14. Learns and improves via performance audit. (PBLI2)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PBLI2-01 | Can describe what s/he | Independently identify and describe what s/he | Demonstrate through actions taken to improve the system or processes of care that s/he | learns from errors. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PBLI2-02 | Identify an area of inquiry to direct | Design the method for;Perform and analyze;Reflect on and hypothesize an explanation for deficiencies found (including doctor-related, system-related, and patient-related factors) through;Change practice based on results of | an audit of a panel of patients using standardized, disease-specific, and evidence-based criteria. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **15. Learns and improves via feedback. (PBLI3)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PBLI3-01 | Accept and reflect on;Actively seek and reflect on;Develop plans for practice improvement based on |  | feedback from all members of the health care team including faculty, peers, students, nurses, allied health workers, patients and their advocates. |
|  [ ]  [ ]  [ ]  [ ]   |

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| **16. Learns and improves at the point of care. (PBLI4)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PBLI4-01 | Identify basic knowledge gaps and seek | In all cases, independently construct and pursue |  | answers to clinical questions, and performs self-reflection to incorporate learning for future clinical encounters. |
|  [ ]  [ ]  [ ]  [ ]   |
| PBLI4-02 | Independently | Teach others to |  | use(s) technology to manage information (HIPAA compliant), support patient care decisions using evidence-based medicine and enhance both patient and physician education. |
|  [ ]  [ ]  [ ]  [ ]   |
| PBLI4-03 | With prompting from faculty | Independently |  | maintains awareness of the situation in the moment, and responds to meet situational needs. |
|  [ ]  [ ]  [ ]  [ ]   |
| PBLI4-04 | Customizes management based on;Determines applicability of |  | clinical evidence for individualized patient care. |
|  [ ]  [ ]  [ ]  [ ]   |

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| **17. Has professional and respectful interactions with patients, caregivers, and members of the interprofessional team (e.g., peers, consultants, nursing, ancillary professionals, and support personnel). (PROF1)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PROF1-01 | Recognize and manage differences of opinion with patients to;Recognize and manage differences of opinion with other members of the interprofessional team to;Provide constructive feedback to other members of the health care team to |  | demonstrate respectful professional interactions. |
|  [ ]  [ ]  [ ]  [ ]   |
| PROF1-02 | Provide responsible team leadership to |  | demonstrate respect for patient dignity and autonomy. |
|  [ ]  [ ]   |
| PROF1-03 | Recognize, respond to, and report impairment in colleagues or substandard care via peer review process |  | as a demonstration of commitment to providing safe patient care. |
|  [ ]  [ ]   |

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| **18. Accepts responsibility and follows through on tasks. (PROF2)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PROF2-01 | Demonstrates appropriate professional appearance (1 month);Recognize the scope of his/her abilities and ask for supervision and assistance appropriately;When indicated, identify and assist colleagues in need of assistance in the provision of duties | Through his/her actions, serve as a professional role model for peers and learners | Contribute to the fiscally sound practice of an office | as demonstration of personal accountability. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| PROF2-02 | Respond promptly and appropriately to clinical responsibilities including but not limited to calls and pages;Carry out timely interactions with colleagues, patients, and their designated caregivers | Ensure prompt completion of clinical, administrative, curricular and research-related tasks |  | as a demonstration of the professional attribute of accessibility. |
|  [ ]  [ ]  [ ]  [ ]   |

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| **19. Responds to each patient’s unique characteristics and needs. (PROF3)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PROF3-01 | Represent individual patient needs;Show empathy and compassion to all patients;Take responsibility for situations where public health supersedes individual privacy (e.g. reportable infectious diseases) | Address disparities in health care among populations that may impact patient care |  | as a demonstration of being an advocate for all patients. |
|  [ ]  [ ]  [ ]  [ ]   |
| PROF3-02 | Treat patients with dignity, civility and respect, regardless of race, culture, gender, sexual orientation, socioeconomic status, literacy, and religious beliefs;Make efforts to support (physical, psychological, social, and spiritual) patients with acute and chronic, basic and complex rheumatic diseases and their caregivers. |  | as a demonstration of showing compassion and respect to patients. |
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| **20. Exhibits integrity and ethical behavior in professional conduct. (PROF4)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| PROF4-01 | Document and report clinical and research information truthfully;Follow formal policies;Accept personal errors and honestly acknowledge them;Maintain patient confidentiality;Uphold ethical expectations of clinical, scholarly activity and research including maintenance of up-to-date certifications for all professional activities |  | as a demonstration of adhering to basic ethical principles. |
|  [ ]  [ ]   |
| PROF4-02 | Maintain and monitor patient care relationships with colleagues, members of the interprofessional team and office staff to;Use technology and social media appropriately to;Maintain ethical relationships with industry to;Addresses personal, psychological, and physical limitations that may affect professional performance to |  | manage conflicts of interest. |
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| **21. Communicates effectively with patients and caregivers. (ICS1)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| ICS1-01 | Use nonverbal skills, and without interruption;Ask thoughtful questions based on ability to |  | listen carefully to patients and caregivers to create rapport and build a therapeutic relationship. |
|  [ ]  [ ]   |
| ICS1-02 | Use plain language, avoiding technical medical terms, to;Appropriately use an interpreter to | Encourage questions, answering clearly, incorporating new insights to |  | explain and counsel patients and caregivers about their problems, proposed examinations and treatments, and findings. |
|  [ ]  [ ]  [ ]  [ ]   |
| ICS1-03 | Recognize the need to incorporate patient preferences to | Incorporate patient preferences to | Solicit and incorporate patient preferences surrounding uncomplicated situations to | Solicit and incorporate patient preferences surrounding ambiguous or controversial situations to | share decision-making in both diagnostic and therapeutic scenarios. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |
| ICS1-04 | Demonstrate sensitivity to | Actively seek to understand | Integrate into evaluation and management plans |  | differences in patients including, but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy, religious beliefs. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |

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| **22. Communicates effectively in interprofessional teams (e.g., with peers, consultants, nursing, ancillary professionals, and other support personnel). (ICS2)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| ICS2-01 | Describe the importance of | Proactively initiate |  | communication with other healthcare providers in order to maintain appropriate continuity during transitions of care, including from pediatric to adult rheumatology care. |
|  [ ]  [ ]  [ ]  [ ]   |
| ICS2-02 | Recognize the roles and acknowledge the contributions of individuals in support of | Interact, adapting and shifting roles as necessary, in support of | Initiate problem solving for;Assume a leadership role in the education of all members in support of |  | productive interaction within interprofessional teams. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |
| ICS2-03 | Utilize common technologies for | Tailor topic selection, presentation technology, and verbal and nonverbal skills for | Role model proficiency in tailored topic selection, presentation technology, and verbal and nonverbal skills for | effective presentation for the specific audience. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]  |

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| **23. Appropriate utilization and completion of health records. (ICS3)** |
| **Rheumatology Curricular Milestones** |
| **Number** | **By the listed time the fellow should be able to** | **For this curricular milestone** |
| **6 months** | **12 months** | **18 months** | **24 months** |
| ICS3-01 | Document through templates/scripts to create | Adjust communication on the basis of context, audience and/or situation for relevant and succinct, | Organize complex cases into relevant and succinct, |  | timely and legible authentic documentation that includes a differential diagnosis and clinical reasoning, and support for the appropriate level of reimbursement. |
|  [ ]  [ ]  [ ]  [ ]  [ ]  [ ]   |