

**Michigan Association of Medical Educators (MAME)
December 16, 2009 Presentation**

Physician Competency Project (PCP)

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What is the PCP?

- What is the Physician Competency Project?
- What was behind this proposal?
- What was the plan?
- Why use ACGME Competencies – What are they?



“The nurse tells me you haven’t been swallowing your pills.”

General Competencies

ACGME General Competency	Brief Description
Patient Care	Provides compassionate, appropriate, effective care , Promotes healthy lifestyle
Medical Knowledge	Application of biomedical, clinical and cognate sciences in providing quality care
Interpersonal and Communication Skills	Communication with pts., their families and other professionals, Written and scholarly activity
Professionalism	Demonstrate compassion, respect, integrity; Commit to ethical principles, Respect diversity
Practice-Based Learning & Improvement	QI, EBM, Teaching others, Habits of life Long Learning, Self Reflection
Systems-Based Practice	Pt. safety and advocacy; Teamwork; Business of health care

Competency and Assessment



- Why start with focus groups?
- What we developed?
- Why do we need multiple assessment tools?
- What was the ultimate outcome?

PCP Phases – Leading to Dashboard Development

- Phases of the Plan
- Phase I – Collect data, develop language around a multi-rater tool, develop tool, implement pilot group
- Phase II – Deliver multi-rater tool, work to develop elements of dashboard, and work to structure dashboard
- Phase III – based on Phase II work, implement dashboard to pilot group, then larger hospital physician group

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The Outcomes/Why?



- How did we do this?
- Why was it necessary?
- What was the process?
- What was the outcome?

Buy-In from Stakeholders

- Why was buy-in from stakeholders important?
- Who did we select and why?
- What was the difference between the long process and the short process?
- How are third parties part of the outcome?
- Clearer definition of a Beaumont Doctor, Teacher/Physician, and expectations from those we serve



HA! What do you know?

Final Thoughts



- Success of process/program
- Platform for pay for performance
- Reasonable doubt vs. preponderance of evidence