**PC2e**

1) **Demonstrates the ability to facilitate patient participation in clinical trials.**

**Critical Deficiencies:** Does not recognize patients who may be candidates for inclusion in clinical trials.

**Novice:** Inconsistently recognizes patients who may be candidates for clinical trials and has a poor understanding of eligibility requirements.

**Advanced Beginner:** Consistently recognizes patients who may be candidates for clinical trials and has a good understanding of eligibility requirements and ethical issues and participates in patient enrollment with assistance.

**Ready for unsupervised practice:** Consistently recognizes patients who may be candidates for clinical trials and has a good understanding of eligibility requirements and ethical issues and independently manages the enrollment process.

**Aspirational:** Role models and teaches discussion of clinical trial participation with patient including how to incorporate ethical decision making in the process.

Critical Deficiencies:NoviceAdvanced BeginnerReady for Unsupervised PracticeAspirationalN/A

2) **Scholarship within hematology and oncology.**

**Critical Deficiencies:** Unaware of or uninterested in scientific inquiry or scholarly productivity. Unwilling to perform scholarly investigation in the specialty. Fails to engage in critical thinking regarding clinical practice, quality improvement, patient safety, education or research. Unable or unwilling to effectively communicate and/or disseminate knowledge.

**Novice:** Interested in scholarly activity but does not initiate or follow through. Performs a literature search using relevant scholarly sources to identify pertinent articles. Aware of basic statistical concepts but has incomplete understanding of their application; inconsistently identifies methodological flaws. Communicates rudimentary details of scientific work including his or her own scholarly work; needs to improve ability to present in small groups.

**Advanced Beginner:** Identifies areas worthy of scholarly investigation and formulates a plan under supervision of a mentor. Critically reads scientific literature and identifies major methodological flaws and inconsistencies within or between publications. Understands and is able to apply basic statistical concepts and can identify potential analytic methods for data or problem assessment.

**Ready for unsupervised practice:** 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).

**Aspirational:** Independently formulates novel and important ideas worthy of scholarly investigation. Leads a scholarly project advancing clinical practice, quality improvement, patient safety, education or research. Obtains independent research funding. Critiques specialized scientific literature at a level consistent with participation in peer review. Employs
optimal statistical techniques. Effectively presents scholarly work at national and international meetings. Publishes peer-reviewed manuscript(s) containing scholarly work (clinical practice, quality improvement, patient safety, education, or research).

**Critical Deficiencies:NoviceAdvanced BeginnerReady for Unsupervised PracticeAspirationalN/A**

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**PBLI3**

3) **Learns and improves via feedback.**

**Critical Deficiencies:** Never solicits feedback. Actively resists feedback from others.
**Novice:** Rarely seeks and does not incorporate feedback. Responds to unsolicited feedback in a defensive fashion. Temporarily or superficially adjusts performance based on feedback.
**Advanced Beginner:** Solicits feedback only from supervisors and inconsistently incorporates feedback. Is open to unsolicited feedback. Inconsistently incorporates feedback.
**Ready for unsupervised practice:** Solicits feedback from all members of the inter-professional team and patients. Welcomes unsolicited feedback. Consistently incorporates feedback. Able to reconcile disparate or conflicting feedback.
**Aspirational:** Performance continuously reflects incorporation of solicited and unsolicited feedback. Role models ability to reconcile disparate or conflicting feedback.

**Critical Deficiencies:NoviceAdvanced BeginnerReady for Unsupervised PracticeAspirationalN/A**

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**PROF2**

4) **Accepts responsibility and follows through on tasks.**

**Critical Deficiencies:** Is consistently unreliable in completing patient care responsibilities or assigned administrative tasks. Shuns responsibility expected of a physician professional.
**Novice:** Completes most assigned tasks in a timely manner but may need reminders or other support. Accepts professional responsibility only when assigned or mandatory.
**Advanced Beginner:** Completes administrative and patient care tasks in a timely manner in accordance with local practice and/or policy. Completes assigned professional responsibilities without questioning or the need for reminders.
**Ready for unsupervised practice:** 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.
**Aspirational:** Role models prioritizing many competing demands in order to complete tasks and responsibilities in a timely and effective manner. Assists others to improve their ability to prioritize many competing tasks.

**Critical Deficiencies:NoviceAdvanced BeginnerReady for Unsupervised PracticeAspirationalN/A**

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**PROF4**

5) **Exhibits integrity and ethical behavior in professional conduct.**

**Critical Deficiencies:** Dishonest in clinical interactions, documentation, research, or scholarly activity. Refuses to be accountable for personal actions. Does not adhere to basic ethical principles. Blatantly disregards formal policies or procedures. Fails to recognize conflicts of interest.
**Novice:** Honest in clinical interactions, documentation, research, and scholarly activity. Requires oversight for professional actions related to the subspecialty. Has a basic understanding of ethical principles, formal policies, and procedures and does not intentionally disregard them. Recognizes potential conflicts of interest.
**Advanced Beginner:** Honest and forthright in clinical interactions, documentation, research, and scholarly activity. Demonstrates accountability for the care of patients. Adheres to ethical principles for documentation, follows formal policies and procedures, acknowledges and limits conflict of interest, and upholds ethical expectations of research and
scholarly activity. Consistently attempts to recognize and manage conflicts of interest.

**Ready for unsupervised practice:** 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. Regularly reflects on personal professional conduct. Identifies and manages conflicts of interest.

**Aspirational:** Assists others in adhering to ethical principles and behaviors, including integrity, honesty, and professional responsibility. Role models integrity, honesty, accountability, and professional conduct in all aspects of professional life. Identifies and responds appropriately to lapses of professional conduct within the system in which he or she works.

Critical Deficiencies: Novice Advanced Beginner Ready for Unsupervised Practice Aspirational N/A

OVERALL PERFORMANCE

<table>
<thead>
<tr>
<th>Unsatisfactory</th>
<th>Novice</th>
<th>Advanced Beginner</th>
<th>Competent</th>
<th>Proficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needs Remediation</td>
<td>Needs Close Supervision</td>
<td>Needs Moderate Supervision</td>
<td>Capable of Independent Practice</td>
<td>Completely Autonomous and Capable of Instructing Others</td>
</tr>
</tbody>
</table>

Comments

Remaining Characters: 5,000

[Return to Questionnaire List]