ACGME Program Requirements for Graduate Medical Education in Reproductive Endocrinology and Infertility (Subspecialty of Obstetrics and Gynecology)

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Common Program Requirements are in BOLD

Where applicable, text in italics describes the underlying philosophy of the requirements in that section. These philosophic statements are not program requirements and are therefore not citable.

Introduction

Int.A. Residency and fellowship programs are essential dimensions of the transformation of the medical student to the independent practitioner along the continuum of medical education. They are physically, emotionally, and intellectually demanding, and require longitudinally-concentrated effort on the part of the resident or fellow.

The specialty education of physicians to practice independently is experiential, and necessarily occurs within the context of the health care delivery system. Developing the skills, knowledge, and attitudes leading to proficiency in all the domains of clinical competency requires the resident and fellow physician to assume personal responsibility for the care of individual patients. For the resident and fellow, the essential learning activity is interaction with patients under the guidance and supervision of faculty members who give value, context, and meaning to those interactions. As residents and fellows gain experience and demonstrate growth in their ability to care for patients, they assume roles that permit them to exercise those skills with greater independence. This concept—graded and progressive responsibility—is one of the core tenets of American graduate medical education. Supervision in the setting of graduate medical education has the goals of assuring the provision of safe and effective care to the individual patient; assuring each resident’s and fellow’s development of the skills, knowledge, and attitudes required to enter the unsupervised practice of medicine; and establishing a foundation for continued professional growth.

Int.B. Reproductive endocrinology and infertility physicians provide consultative services and comprehensive management of patients with reproductive endocrinology and infertility problems throughout the life cycle. This includes the preventive, diagnostic, and therapeutic procedures necessary for the total care of patients with endocrine, structural, genetic, and fertility problems. This requires additional education and training to acquire advanced knowledge of the most current diagnostic and therapeutic approaches available. The subspecialist should be able to function effectively in the arena of basic and applied investigation in reproductive endocrinology and infertility.

Int.C. The educational program in reproductive endocrinology and infertility must be 36 months in length. (Core)*

I. Institutions
I.A. Sponsoring Institution

One sponsoring institution must assume ultimate responsibility for the program, as described in the Institutional Requirements, and this responsibility extends to fellow assignments at all participating sites. (Core)

The sponsoring institution and the program must ensure that the program director has sufficient protected time and financial support for his or her educational and administrative responsibilities to the program. (Core)

I.A.1. The Sponsoring Institution must also sponsor an Accreditation Council for Graduate Medical Education (ACGME)-accredited residency program in obstetrics and gynecology. (Core)

I.A.1.a) The program must function as an integral part of an ACGME-accredited residency program in obstetrics and gynecology. (Core)

I.A.1.b) The fellowship program and residency program must complement and enrich one another. (Core)

I.A.1.c) The educational opportunities for the fellows and residents in obstetrics and gynecology must be separate and clearly identified. (Core)

I.A.2. The Sponsoring Institution and the program must ensure that the program director has financial support for at least eight hours per week of protected time to conduct the educational and administrative responsibilities of the program. (Core)

I.A.3. The Sponsoring Institution and the program should ensure the fellowship has a program coordinator who receives financial support for time spent assisting with administrative aspects of the program. (Detail)

I.A.4. The Sponsoring Institution and all participating sites must:

I.A.4.a) demonstrate that there is a culture of continuous quality improvement in the areas of patient care, patient safety, and education; (Core)

I.A.4.b) demonstrate a commitment to quality patient care and safety, education, and scholarship sufficient to support the fellowship; and, (Core)

I.A.4.c) share appropriate faculty performance data regarding quality of patient care and safety, education, and scholarship with the program director. (Core)

I.B. Participating Sites
I.B.1. There must be a program letter of agreement (PLA) between the program and each participating site providing a required assignment. The PLA must be renewed at least every five years. (Core)

The PLA should:

I.B.1.a) identify the faculty who will assume both educational and supervisory responsibilities for fellows; (Detail)

I.B.1.b) specify their responsibilities for teaching, supervision, and formal evaluation of fellows, as specified later in this document; (Detail)

I.B.1.c) specify the duration and content of the educational experience; and, (Detail)

I.B.1.d) state the policies and procedures that will govern fellow education during the assignment. (Detail)

I.B.2. The program director must submit any additions or deletions of participating sites routinely providing an educational experience, required for all fellows, of one month full time equivalent (FTE) or more through the Accreditation Council for Graduate Medical Education (ACGME) Accreditation Data System (ADS). (Core)

II. Program Personnel and Resources

II.A. Program Director

II.A.1. There must be a single program director with authority and accountability for the operation of the program. The sponsoring institution’s GMEC must approve a change in program director. (Core)

II.A.1.a) The program director must submit this change to the ACGME via the ADS. (Core)

II.A.2. The program director should continue in his or her position for a length of time adequate to maintain continuity of leadership and program stability. (Detail)

II.A.3. Qualifications of the program director must include:

II.A.3.a) requisite specialty expertise and documented educational and administrative experience acceptable to the Review Committee; (Core)

II.A.3.b) current certification in the subspecialty by the American Board of Obstetrics and Gynecology, or subspecialty qualifications that are acceptable to the Review Committee; (Core)
II.A.3.c) current medical licensure and appropriate medical staff appointment; (Core)

II.A.3.d) five years’ experience as a reproductive endocrinology and infertility subspecialist following completion of a reproductive endocrinology and infertility fellowship; (Core)

II.A.3.e) active care of patients in the subspecialty; and, (Core)

II.A.3.f) demonstration of clinical and scholarly expertise in reproductive endocrinology and infertility by publication of at least three original peer-reviewed publications within the past three years, and at least two of the following annually: (Core)

II.A.3.f).(1) grants with leadership role (principal investigator, co-investigator, site director); (Detail)

II.A.3.f).(2) presentation at regional or national scientific or faculty development meetings (primary presenter, co-presenter, co-investigator, or senior author; and, (Detail)

II.A.3.f).(3) active leadership role in national organizations; reviewer or editorial board member for peer-reviewed journal. (Detail)

II.A.4. The program director must administer and maintain an educational environment conducive to educating the fellows in each of the ACGME competency areas. (Core)

The program director must:

II.A.4.a) oversee and ensure the quality of didactic and clinical education in all sites that participate in the program; (Core)

II.A.4.a).(1) This must include active involvement in and oversight of the training, educational, research, and scholarly endeavors of each fellow. (Core)

II.A.4.b) approve a local director at each participating site who is accountable for fellow education; (Core)

II.A.4.c) approve the selection of program faculty as appropriate; (Core)

II.A.4.d) evaluate program faculty; (Core)

II.A.4.e) approve the continued participation of program faculty based on evaluation; (Core)

II.A.4.f) monitor fellow supervision at all participating sites; (Core)

II.A.4.g) prepare and submit all information required and requested by the ACGME; (Core)
II.A.4.g).(1) This includes but is not limited to the program application forms and annual program updates to the ADS, and ensure that the information submitted is accurate and complete. (Core)

II.A.4.h) ensure compliance with grievance and due process procedures as set forth in the Institutional Requirements and implemented by the sponsoring institution; (Detail)

II.A.4.i) provide verification of fellowship education for all fellows, including those who leave the program prior to completion; (Detail)

II.A.4.j) implement policies and procedures consistent with the institutional and program requirements for fellow duty hours and the working environment, including moonlighting, (Core)

and, to that end, must:

II.A.4.j).(1) distribute these policies and procedures to the fellows and faculty; (Detail)

II.A.4.j).(2) monitor fellow duty hours, according to sponsoring institutional policies, with a frequency sufficient to ensure compliance with ACGME requirements; (Core)

II.A.4.j).(3) adjust schedules as necessary to mitigate excessive service demands and/or fatigue; and, (Detail)

II.A.4.j).(4) if applicable, monitor the demands of at-home call and adjust schedules as necessary to mitigate excessive service demands and/or fatigue. (Detail)

II.A.4.k) monitor the need for and ensure the provision of back up support systems when patient care responsibilities are unusually difficult or prolonged; (Detail)

II.A.4.l) comply with the sponsoring institution’s written policies and procedures, including those specified in the Institutional Requirements, for selection, evaluation and promotion of fellows, disciplinary action, and supervision of fellows; (Detail)

II.A.4.m) be familiar with and comply with ACGME and Review Committee policies and procedures as outlined in the ACGME Manual of Policies and Procedures; (Detail)

II.A.4.n) obtain review and approval of the sponsoring institution’s GMEC/DIO before submitting information or requests to the ACGME, including: (Core)
II.A.4.n).1) all applications for ACGME accreditation of new programs; (Detail)

II.A.4.n).2) changes in fellow complement; (Detail)

II.A.4.n).3) major changes in program structure or length of training; (Detail)

II.A.4.n).4) progress reports requested by the Review Committee; (Detail)

II.A.4.n).5) requests for increases or any change to fellow duty hours; (Detail)

II.A.4.n).6) voluntary withdrawals of ACGME-accredited programs; (Detail)

II.A.4.n).7) requests for appeal of an adverse action; and, (Detail)

II.A.4.n).8) appeal presentations to a Board of Appeal or the ACGME. (Detail)

II.A.4.o) obtain DIO review and co-signature on all program application forms, as well as any correspondence or document submitted to the ACGME that addresses: (Detail)

II.A.4.o).1) program citations, and/or, (Detail)

II.A.4.o).2) request for changes in the program that would have significant impact, including financial, on the program or institution. (Detail)

II.B. Faculty

II.B.1. At each participating site, there must be a sufficient number of faculty with documented qualifications to instruct and supervise all fellows at that location. (Core)

The faculty must:

II.B.1.a) devote sufficient time to the educational program to fulfill their supervisory and teaching responsibilities; and to demonstrate a strong interest in the education of fellows; and, (Core)

II.B.1.b) administer and maintain an educational environment conducive to educating fellows in each of the ACGME competency areas. (Core)

II.B.2. The physician faculty must have current certification in the subspecialty by the American Board of Obstetrics and Gynecology, or
possess qualifications judged acceptable to the Review Committee. (Core)

II.B.3. The physician faculty must possess current medical licensure and appropriate medical staff appointment. (Core)

II.B.4. The nonphysician faculty must have appropriate qualifications in their field and hold appropriate institutional appointments. (Core)

II.B.5. The faculty must establish and maintain an environment of inquiry and scholarship with an active research component. (Core)

II.B.5.a) The faculty must regularly participate in organized clinical discussions, rounds, journal clubs, and conferences. (Detail)

II.B.5.b) Some members of the faculty should also demonstrate scholarship by one or more of the following:

II.B.5.b).(1) peer-reviewed funding; (Detail)

II.B.5.b).(2) publication of original research or review articles in peer reviewed journals, or chapters in textbooks; (Detail)

II.B.5.b).(3) publication or presentation of case reports or clinical series at local, regional, or national professional and scientific society meetings; or, (Detail)

II.B.5.b).(4) participation in national committees or educational organizations. (Detail)

II.B.5.c) Faculty should encourage and support fellows in scholarly activities. (Core)

II.B.5.d) In addition to the program director, there must be at least one core faculty member who is qualified and available to serve a research mentor to the fellows. (Core)

II.B.6. In addition to the program director, there must be at least one full-time faculty member who is certified in reproductive endocrinology and infertility by the American Board of Obstetrics and Gynecology, or who possesses subspecialty qualifications acceptable to the Review Committee. (Core)

II.B.7. In addition to the core faculty in reproductive endocrinology and infertility, there must be faculty members in the following specialty areas who participate in the care of patients and are involved in the training of the fellows:

II.B.7.a) genetics; (Core)

II.B.7.b) male infertility; (Core)
II.B.7.c) medical endocrinology; and, (Core)

II.B.7.d) pediatric endocrinology. (Core)

II.B.8. There must be evidence of mutually-complementary active and continuing interaction between these disciplines and the fellows. (Core)

II.C. Other Program Personnel

The institution and the program must jointly ensure the availability of all necessary professional, technical, and clerical personnel for the effective administration of the program. (Core)

II.D. Resources

The institution and the program must jointly ensure the availability of adequate resources for fellow education, as defined in the specialty program requirements. (Core)

II.D.1. Operating rooms and ambulatory care facilities must be available on a regularly scheduled basis and must always be available on an emergency basis. These must include the following: (Core)

II.D.1.a) ambulatory facilities, including ultrasound imaging; (Core)

II.D.1.b) operating rooms equipped for open, endoscopic, and microsurgical procedures; (Core)

II.D.1.c) recovery room(s); (Core)

II.D.1.d) intensive care unit(s); (Core)

II.D.1.e) blood bank(s); (Core)

II.D.1.f) diagnostic laboratories; (Core)

II.D.1.g) imaging services; (Core)

II.D.1.h) laboratories equipped to conduct hormone assays and andrology testing; (Core)

II.D.1.i) a laboratory of assisted reproductive technologies in compliance with all regulatory statutes and reporting of clinical outcomes as required by government entities; and, (Core)

II.D.1.i).(1) This laboratory must be equipped to conduct oocyte identification, fertilization, and embryo culture and diagnostic procedures. (Core)
II.D.1.j) facilities to perform hysterosalpingography, computerized axial tomography, bone densitometry, and magnetic resonance imaging. (Core)

II.D.2. Research facilities must be adequate in size, equipment, statistical support, and personnel to conduct the research training of the fellows. (Core)

II.D.3. Medical Records

Individual patient medical records must be readily available for patient care, clinical research, mandated outcome reporting, and quality improvement projects. (Core)

II.D.4. Patient Population

II.D.4.a) There must be adequate patient volume and diversity to train the approved number of fellows without adversely impacting the education of residents in the obstetrics and gynecology program

II.D.4.b) The number and variety of cases must be sufficient to provide fellows with the clinical experiences required to meet the educational objectives of the program. (Core)

II.D.5. Consultation

A program must ensure fellows have access to consultative services in the areas of:

II.D.5.a) genetics; (Core)

II.D.5.b) male infertility; (Core)

II.D.5.c) medical endocrinology; and, (Core)

II.D.5.d) pediatric endocrinology. (Core)

II.E. Medical Information Access

Fellows must have ready access to specialty-specific and other appropriate reference material in print or electronic format. Electronic medical literature databases with search capabilities should be available. (Detail)

III. Fellow Appointments

III.A. Eligibility Criteria

The program director must comply with the criteria for resident eligibility as specified in the Institutional Requirements. (Core)

III.A.1. Eligibility Requirements – Residency Programs
III.A.1.a) All prerequisite postgraduate clinical education required for initial entry or transfer into ACGME-accredited residency programs must be completed in ACGME-accredited residency programs, or in Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency programs located in Canada. Residency programs must receive verification of each applicant’s level of competency in the required clinical field using ACGME or CanMEDS Milestones assessments from the prior training program. (Core)

III.A.1.b) A physician who has completed a residency program that was not accredited by ACGME, RCPSC, or CFPC may enter an ACGME-accredited residency program in the same specialty at the PGY-1 level and, at the discretion of the program director at the ACGME-accredited program may be advanced to the PGY-2 level based on ACGME Milestones assessments at the ACGME-accredited program. This provision applies only to entry into residency in those specialties for which an initial clinical year is not required for entry. (Core)

III.A.1.c) A Review Committee may grant the exception to the eligibility requirements specified in Section III.A.2.b) for residency programs that require completion of a prerequisite residency program prior to admission. (Core)

III.A.1.d) Review Committees will grant no other exceptions to these eligibility requirements for residency education. (Core)

III.A.2. Eligibility Requirements – Fellowship Programs

All required clinical education for entry into ACGME-accredited fellowship programs must be completed in an ACGME-accredited residency program, or in an RCPSC-accredited or CFPC-accredited residency program located in Canada. (Core)

A fellow must have satisfactorily completed an ACGME- or RCPSC-accredited obstetrics and gynecology residency program. (Core)

III.A.2.a) Fellowship programs must receive verification of each entering fellow’s level of competency in the required field using ACGME or CanMEDS Milestones assessments from the core residency program. (Core)

III.A.2.b) Fellow Eligibility Exception

A Review Committee may grant the following exception to the fellowship eligibility requirements:
An ACGME-accredited fellowship program may accept an exceptionally qualified applicant**, who does not satisfy the eligibility requirements listed in Sections III.A.2. and III.A.2.a), but who does meet all of the following additional qualifications and conditions: (Core)

III.A.2.b).(1) Assessment by the program director and fellowship selection committee of the applicant’s suitability to enter the program, based on prior training and review of the summative evaluations of training in the core specialty; and (Core)

III.A.2.b).(2) Review and approval of the applicant's exceptional qualifications by the GMEC or a subcommittee of the GMEC; and (Core)

III.A.2.b).(3) Satisfactory completion of the United States Medical Licensing Examination (USMLE) Steps 1, 2, and, if the applicant is eligible, 3, and; (Core)

III.A.2.b).(4) For an international graduate, verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification; and, (Core)

III.A.2.b).(5) Applicants accepted by this exception must complete fellowship Milestones evaluation (for the purposes of establishment of baseline performance by the Clinical Competency Committee), conducted by the receiving fellowship program within six weeks of matriculation. This evaluation may be waived for an applicant who has completed an ACGME International-accredited residency based on the applicant's Milestones evaluation conducted at the conclusion of the residency program, (Core)

III.A.2.b).(5).(a) If the trainee does not meet the expected level of Milestones competency following entry into the fellowship program, the trainee must undergo a period of remediation, overseen by the Clinical Competency Committee and monitored by the GMEC or a subcommittee of the GMEC. This period of remediation must not count toward time in fellowship training. (Core)

** An exceptionally qualified applicant has (1) completed a non-ACGME-accredited residency program in the core specialty, and (2) demonstrated clinical excellence, in comparison to peers, throughout training. Additional evidence of exceptional qualifications is required, which may include one of the following: (a) participation in additional clinical or research training in the specialty or subspecialty;
(b) demonstrated scholarship in the specialty or subspecialty; (c) demonstrated leadership during or after residency training; (d) completion of an ACGME-International-accredited residency program.

### III.A.2.c) The Review Committee for Obstetrics and Gynecology does not allow exceptions to the Eligibility Requirements for Fellowship Programs in Section III.A.2. (Core)

### III.B. Number of Fellows

The program's educational resources must be adequate to support the number of fellows appointed to the program. (Core)

#### III.B.1. The program director may not appoint more fellows than approved by the Review Committee, unless otherwise stated in the specialty-specific requirements. (Core)

#### III.B.2. There must be a minimum of two fellows in a program at all times. (Core)

### III.C. Fellow Transfers

#### III.C.1. Before accepting a fellow who is transferring from another program, the program director must obtain written or electronic verification of previous educational experiences and a summative competency-based performance evaluation of the transferring fellow. (Detail)

#### III.C.2. A program director must provide timely verification of fellowship education and summative performance evaluations for fellows who may leave the program prior to completion. (Detail)

### III.D. Appointment of Fellows and Other Learners

The presence of other learners (including, but not limited to, residents from other specialties, subspecialty fellows, PhD students, and nurse practitioners) in the program must not interfere with the appointed fellows' education. (Core)

#### III.D.1. The program director must report the presence of other learners to the DIO and GMEC in accordance with sponsoring institution guidelines. (Detail)

#### III.D.2. Prior to the appointment of reproductive endocrinology and infertility fellowship-level learners to non-ACGME-accredited programs in the department, a written statement outlining the areas of education, clinical responsibilities, duration of the appointment of each learner in a non-ACGME accredited program; and impact of such learners on the accrediting program must be submitted to the Review Committee. (Core)

#### III.D.2.a) The program director must monitor the impact of such learners on the experience of ACGME-approved fellows.
III.D.2.b) The appointment of learners in a non-ACGME-accredited program must not detract from the educational experience of the reproductive endocrinology and infertility fellows in the ACGME-accredited program. (Core)

IV. Educational Program

IV.A. The curriculum must contain the following educational components:

IV.A.1. Overall educational goals for the program, which the program must make available to fellows and faculty; (Core)

IV.A.2. Competency-based goals and objectives for each assignment at each educational level, which the program must distribute to fellows and faculty at least annually, in either written or electronic form; (Core)

IV.A.3. Regularly scheduled didactic sessions; (Core)

IV.A.3.a) A program must provide regularly scheduled didactic instruction in both basic science and the clinical aspects of the subspecialty. (Core)

IV.A.3.a).1 These sessions must comprise a minimum of one hour per week averaged over four weeks, be conducted at a fellowship level, and be presented on-site. (Core)

IV.A.3.b) Fellows’ schedules and responsibilities should be structured to allow attendance at all of these sessions. (Detail)

IV.A.4. Delineation of fellow responsibilities for patient care, progressive responsibility for patient management, and supervision of fellows over the continuum of the program; and, (Core)

IV.A.5. ACGME Competencies

The program must integrate the following ACGME competencies into the curriculum: (Core)

IV.A.5.a) Patient Care and Procedural Skills

IV.A.5.a).1 Fellows must be able to provide patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health. (Outcome)

IV.A.5.a).2 Fellows must be able to competently perform all medical, diagnostic, and surgical procedures considered essential for the area of practice. Fellows: (Outcome)
IV.A.5.a).(2).(a) must demonstrate competence in the management of clinical problems affecting the development, function, and aging of the female and male reproductive system, including:

IV.A.5.a).(2).(a).(i) reproductive disorders, to include: abnormal uterine bleeding; climacteric; contraception; endometriosis; fibroids; hypothalamic, pituitary, ovarian, and adrenal axis disorders; and structural abnormalities of the reproductive tract; (Outcome)

IV.A.5.a).(2).(a).(ii) fertility disorders, to include: ovarian stimulation for the purposes of fertility enhancement; and techniques of assisted reproduction; and, (Outcome)

IV.A.5.a).(2).(a).(iii) psychological, sexual, legal, and ethical implications of reproductive issues. (Outcome)

IV.A.5.a).(2).(b) must demonstrate competence in specialized surgical techniques, including:

IV.A.5.a).(2).(b).(i) hysteroscopy, laparoscopy, robotics, and operative procedures for the management of acquired and developmental abnormalities of the reproductive tract (fibroids, endometriosis, müllerian anomalies, tubal disease); (Outcome)

IV.A.5.a).(2).(b).(ii) oocyte retrieval; (Outcome)

IV.A.5.a).(2).(b).(iii) embryo transfer (live, mock, or simulation); and, (Outcome)

IV.A.5.a).(2).(b).(iv) surgical management of acquired and developmental abnormalities of the reproductive tract. (Outcome)

IV.A.5.a).(2).(c) must demonstrate competence in:

IV.A.5.a).(2).(c).(i) performing transvaginal and transabdominal ultrasound, sonohysterography, hysterosalpingography; and, (Outcome)

IV.A.5.a).(2).(c).(ii) the interpretation of all imaging modalities used in the practice of reproductive endocrinology and infertility. (Outcome)

IV.A.5.b) Medical Knowledge
Fellows must demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge to patient care. Fellows: (Outcome)

IV.A.5.b.(1) must demonstrate knowledge of the following topics as they relate to reproductive endocrinology and infertility:

IV.A.5.b.(1).(a) abnormal uterine bleeding; (Outcome)
IV.A.5.b.(1).(b) adrenal function and disease states; (Outcome)
IV.A.5.b.(1).(c) amenorrhea; (Outcome)
IV.A.5.b.(1).(d) clinical diagnostic techniques; (Outcome)
IV.A.5.b.(1).(e) contraception; (Outcome)
IV.A.5.b.(1).(f) embryology; (Outcome)
IV.A.5.b.(1).(g) endocrinology of pregnancy; (Outcome)
IV.A.5.b.(1).(h) endometriosis; (Outcome)
IV.A.5.b.(1).(i) female infertility; (Outcome)
IV.A.5.b.(1).(j) genetics; (Outcome)
IV.A.5.b.(1).(k) male infertility; (Outcome)
IV.A.5.b.(1).(l) neuroendocrine function and disease states; (Outcome)
IV.A.5.b.(1).(m) ovarian function and disease states; (Outcome)
IV.A.5.b.(1).(n) physiology and endocrinology of the climacteric; (Outcome)
IV.A.5.b.(1).(o) psychological, sexual, legal, and ethical implications of reproductive issues; (Outcome)
IV.A.5.b.(1).(p) puberty; (Outcome)
IV.A.5.b.(1).(q) recurrent abortion; (Outcome)
IV.A.5.b.(1).(r) statistics; (Outcome)
IV.A.5.b.(1).(s) techniques of assisted reproduction; and, (Outcome)
IV.A.5.b.(1).(t) thyroid function and disease states. (Outcome)
IV.A.5.b).(2) must demonstrate knowledge of the indications, techniques, complications, follow-up, and limitations of the diagnostic and surgical procedures used in clinical reproductive endocrinology and infertility. (Outcome)

IV.A.5.c) Practice-based Learning and Improvement

Fellows must demonstrate the ability to investigate and evaluate their care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. (Outcome)

Fellows are expected to develop skills and habits to be able to meet the following goals:

IV.A.5.c).(1) identify strengths, deficiencies, and limits in one’s knowledge and expertise; (Outcome)

IV.A.5.c).(2) set learning and improvement goals; (Outcome)

IV.A.5.c).(3) identify and perform appropriate learning activities; (Outcome)

IV.A.5.c).(4) systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement; (Outcome)

IV.A.5.c).(4).(a) Fellows are expected to develop the skills and habits necessary to regularly review individual, program, and national assisted reproductive technologies outcome data in order to assess and improve patient outcomes. (Outcome)

IV.A.5.c).(5) incorporate formative evaluation feedback into daily practice; (Outcome)

IV.A.5.c).(6) locate, appraise, and assimilate evidence from scientific studies related to their patients’ health problems; (Outcome)

IV.A.5.c).(7) use information technology to optimize learning; (Outcome)

IV.A.5.c).(8) participate in the education of patients, families, students, residents and other health professionals; and, (Outcome)

IV.A.5.c).(9) participate in multidisciplinary inter-professional conferences devoted to care of reproductive endocrinology and infertility patients. (Outcome)
IV.A.5.d) Interpersonal and Communication Skills

Fellows must demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals. (Outcome)

Fellows are expected to:

IV.A.5.d).(1) communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds; (Outcome)

IV.A.5.d).(2) communicate effectively with physicians, other health professionals, and health related agencies; (Outcome)

IV.A.5.d).(3) work effectively as a member or leader of a health care team or other professional group; (Outcome)

IV.A.5.d).(4) act in a consultative role to other physicians and health professionals; and, (Outcome)

IV.A.5.d).(5) maintain comprehensive, timely, and legible medical records, if applicable. (Outcome)

IV.A.5.e) Professionalism

Fellows must demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles. (Outcome)

Fellows are expected to demonstrate:

IV.A.5.e).(1) compassion, integrity, and respect for others; (Outcome)

IV.A.5.e).(2) responsiveness to patient needs that supersedes self-interest; (Outcome)

IV.A.5.e).(3) respect for patient privacy and autonomy; (Outcome)

IV.A.5.e).(3).(a) This must include fundamental ethical principles applicable to gender and reproductive care and choice, including management of reproductive and endocrine issues for lesbian, gay, bisexual and transgender individuals. (Outcome)

IV.A.5.e).(4) accountability to patients, society and the profession; (Outcome)
IV.A.5.e).(5) sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation; and, (Outcome)

IV.A.5.e).(6) sensitivity to the psychological, sexual, legal, and ethical implications of reproductive issues, including gamete donation, fertility preservation, and third party reproduction. (Outcome)

IV.A.5.f) Systems-based Practice

Fellows must demonstrate an awareness of and responsiveness to the larger context and system of health care, as well as the ability to call effectively on other resources in the system to provide optimal health care. (Outcome)

Fellows are expected to:

IV.A.5.f).(1) work effectively in various health care delivery settings and systems relevant to their clinical specialty; (Outcome)

IV.A.5.f).(2) coordinate patient care within the health care system relevant to their clinical specialty; (Outcome)

IV.A.5.f).(3) incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care as appropriate; (Outcome)

IV.A.5.f).(3).(a) This must include cost effective approaches to the management of infertility. (Outcome)

IV.A.5.f).(4) advocate for quality patient care and optimal patient care systems; (Outcome)

IV.A.5.f).(5) work in interprofessional teams to enhance patient safety and improve patient care quality; and, (Outcome)

IV.A.5.f).(6) participate in identifying system errors and implementing potential systems solutions. (Outcome)

IV.A.6. Curriculum Organization and Fellow Experiences

IV.A.6.a) Fellows should maintain their primary specialty board skills during the fellowship. (Detail)

IV.A.6.b) Reproductive Endocrinology and Infertility must be the primary focus of the fellow’s clinical practice. On call activities may include the practice of the fellow’s primary specialty. (Core)
IV.A.6.c) Reproductive Endocrinology and Infertility Clinical Rotations

IV.A.6.c).(1) Rotations must be a minimum of one-month-long blocks. (Core)

IV.A.6.c).(2) The program must ensure that the educational program for each fellow is allocated as follows:

IV.A.6.c).(2).(a) a total of 12 months of clinical reproductive endocrinology and infertility; (Core)

IV.A.6.c).(2).(b) a total of 18 months of protected time for research; and, (Core)

IV.A.6.c).(2).(b).(i) Research rotations must be in a minimum of one-month blocks with no more than four hours of a fellow’s time each week (averaged over a four-week period) devoted to non-research activities. Approved call/internal moonlighting is not counted toward these four hours. (Core)

IV.A.6.c).(2).(b).(ii) At least 12 months of the required 18 months of research must be contiguous. (Core)

IV.A.6.c).(2).(b).(ii).(a) During research blocks, the fellow's mentor(s) must be available to answer research questions and to aid in the development and execution of the research project. (Core)

IV.A.6.c).(2).(c) a total of six months of elective time (clinical and/or research), which is consistent with the educational goals and objectives of the program. (Detail)

IV.B. Fellows’ Scholarly Activities

IV.B.1. The curriculum must advance fellows’ knowledge of the basic principles of research, including how research is conducted, evaluated, explained to patients, and applied to patient care. (Core)

IV.B.2. Fellows should participate in scholarly activity. (Core)

IV.B.2.a) The goals and objectives of the research rotations must be reviewed by the fellow with his/her research mentor. (Core)

IV.B.2.b) The research curriculum must include:
IV.B.2.b).(1) opportunities for structured basic, translational, and/or clinical research; (Core)

IV.B.2.b).(2) enhancement of the fellows’ understanding of the latest scientific techniques and encouragement of interaction with other scientists; (Core)

IV.B.2.b).(3) the opportunity for the fellows to present their academic contributions to the national reproductive endocrinology and infertility community; (Core)

IV.B.2.b).(4) preparation of the fellows to obtain research funding and academic positions; and, (Core)

IV.B.2.b).(5) preparation of the fellows to be independent investigators. (Core)

IV.B.2.c) Scholarly Paper (Thesis)

The program must ensure that each fellow completes a thesis and defends it during his/her fellowship program.

IV.B.2.c).(1) A copy of the manuscript and the thesis defense documentation must be available upon request. (Core)

IV.B.2.c).(2) Under the direction of a faculty mentor, the fellow must complete a comprehensive written scholarly paper (thesis) during the program that demonstrates the following: (Core)

IV.B.2.c).(2).(a) utilization of advanced research methodology and techniques, including research design and quantitative analysis; (Core)

IV.B.2.c).(2).(b) collection and statistical analysis of information obtained from a structured basic, translational, and/or clinical research setting; and, (Core)

IV.B.2.c).(2).(c) synthesis of the scientific literature, hypothesis testing, and description of findings and results. (Core)

IV.B.2.c).(3) Prior to completion of the fellowship, each fellow must have:

IV.B.2.c).(3).(a) a thesis of such quality as to allow him/her admittance to the American Board of Obstetrics and Gynecology or American Osteopathic Association Subspecialty Oral Examination; (Core)

IV.B.2.c).(3).(b) completed the work on the thesis; (Core)
IV.B.2.c).(3).(c) completed and submitted a written manuscript to the program director; *(Core)*

IV.B.2.c).(3).(d) defended the thesis to the program director, research mentor, or thesis committee, and other members of the Division; and, *(Core)*

IV.B.2.c).(3).(e) a formal written assessment of the thesis defense by the faculty. *(Outcome)*

IV.B.3. The sponsoring institution and program should allocate adequate educational resources to facilitate fellow involvement in scholarly activities. *(Detail)*

V. Evaluation

V.A. Fellow Evaluation

V.A.1. The program director must appoint the Clinical Competency Committee. *(Core)*

V.A.1.a) At a minimum the Clinical Competency Committee must be composed of three members of the program faculty. *(Core)*

V.A.1.a).(1) The program director may appoint additional members of the Clinical Competency Committee.

V.A.1.a).(1).(a) These additional members must be physician faculty members from the same program or other programs, or other health professionals who have extensive contact and experience with the program’s fellows in patient care and other health care settings. *(Core)*

V.A.1.a).(1).(b) Chief residents who have completed core residency programs in their specialty and are eligible for specialty board certification may be members of the Clinical Competency Committee. *(Core)*

V.A.1.b) There must be a written description of the responsibilities of the Clinical Competency Committee. *(Core)*

V.A.1.b).(1) The Clinical Competency Committee should:

V.A.1.b).(1).(a) review all fellow evaluations semi-annually; *(Core)*

V.A.1.b).(1).(b) prepare and ensure the reporting of Milestones evaluations of each fellow semi-annually to ACGME; and, *(Core)*
V.A.1.b).(1).(c) advise the program director regarding fellow progress, including promotion, remediation, and dismissal.  

V.A.2. Formative Evaluation

V.A.2.a) The faculty must evaluate fellow performance in a timely manner during each rotation or similar educational assignment, and document this evaluation at completion of the assignment.  

V.A.2.a).(1) At a minimum provide formative evaluations of the fellow quarterly.  

V.A.2.b) The program must:

V.A.2.b).(1) provide objective assessments of competence in patient care and procedural skills, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, and systems-based practice based on the specialty-specific Milestones;  

V.A.2.b).(2) use multiple evaluators (e.g., faculty, peers, patients, self, and other professional staff);  

V.A.2.b).(3) document progressive fellow performance improvement appropriate to educational level; and,  

V.A.2.b).(4) provide each fellow with documented semiannual evaluation of performance with feedback.  

V.A.2.c) The evaluations of fellow performance must be accessible for review by the fellow, in accordance with institutional policy.

V.A.3. Summative Evaluation

V.A.3.a) The specialty-specific Milestones must be used as one of the tools to ensure fellows are able to practice core professional activities without supervision upon completion of the program.  

V.A.3.b) The program director must provide a summative evaluation for each fellow upon completion of the program.  

This evaluation must:

V.A.3.b).(1) become part of the fellow’s permanent record maintained by the institution, and must be accessible
for review by the fellow in accordance with institutional policy; (Detail)

V.A.3.b).(2) document the fellow’s performance during the final period of education; and, (Detail)

V.A.3.b).(3) verify that the fellow has demonstrated sufficient competence to enter practice without direct supervision. (Detail)

V.B. Faculty Evaluation

V.B.1. At least annually, the program must evaluate faculty performance as it relates to the educational program. (Core)

V.B.2. These evaluations should include a review of the faculty’s clinical teaching abilities, commitment to the educational program, clinical knowledge, professionalism, and scholarly activities. (Detail)

V.B.3. This evaluation must include at least annual written confidential evaluations by the fellows. (Detail)

V.C. Program Evaluation and Improvement

V.C.1. The program director must appoint the Program Evaluation Committee (PEC). (Core)

V.C.1.a) The Program Evaluation Committee:

V.C.1.a).(1) must be composed of at least two program faculty members and should include at least one fellow; (Core)

V.C.1.a).(2) must have a written description of its responsibilities; and, (Core)

V.C.1.a).(3) should participate actively in:

V.C.1.a).(3).(a) planning, developing, implementing, and evaluating educational activities of the program; (Detail)

V.C.1.a).(3).(b) reviewing and making recommendations for revision of competency-based curriculum goals and objectives; (Detail)

V.C.1.a).(3).(c) addressing areas of non-compliance with ACGME standards; and, (Detail)

V.C.1.a).(3).(d) reviewing the program annually using evaluations of faculty, fellows, and others, as specified below. (Detail)
V.C.2. The program, through the PEC, must document formal, systematic evaluation of the curriculum at least annually, and is responsible for rendering a written, annual program evaluation. (Core)

The program must monitor and track each of the following areas:

V.C.2.a) fellow performance; (Core)
V.C.2.a).(1) This must include fellow progress toward thesis completion. (Core)

V.C.2.b) faculty development; (Core)

V.C.2.c) graduate performance, including performance of program graduates on the certification examination; (Core)
V.C.2.c).(1) At least 70 percent of the program’s graduates from the preceding five years who took the certifying examination for reproductive endocrinology and infertility for the first time must have passed. (Outcome)
V.C.2.c).(2) In programs with fewer than five graduates in the preceding five years, at least 70 percent of the five most recent graduates must have passed. (Outcome)

V.C.2.d) program quality; and, (Core)
V.C.2.d).(1) Fellows and faculty must have the opportunity to evaluate the program confidentially and in writing at least annually, and (Detail)
V.C.2.d).(2) The program must use the results of fellows’ and faculty members’ assessments of the program together with other program evaluation results to improve the program. (Detail)
V.C.2.d).(3) The program must document its active participation in clinical databases used to assess and improve patient outcomes. (Core)

V.C.2.e) progress on the previous year’s action plan(s). (Core)

V.C.3. The PEC must prepare a written plan of action to document initiatives to improve performance in one or more of the areas listed in section V.C.2., as well as delineate how they will be measured and monitored. (Core)
V.C.3.a) The action plan should be reviewed and approved by the teaching faculty and documented in meeting minutes. (Detail)
VI. The Learning and Working Environment

*Fellowship education must occur in the context of a learning and working environment that emphasizes the following principles:*

- **Excellence in the safety and quality of care rendered to patients by fellows today**
- **Excellence in the safety and quality of care rendered to patients by today’s fellows in their future practice**
- **Excellence in professionalism through faculty modeling of:**
  - the effacement of self-interest in a humanistic environment that supports the professional development of physicians
  - the joy of curiosity, problem-solving, intellectual rigor, and discovery
- **Commitment to the well-being of the students, residents/fellows, faculty members, and all members of the health care team**

VI.A. Patient Safety, Quality Improvement, Supervision, and Accountability

VI.A.1. Patient Safety and Quality Improvement

*All physicians share responsibility for promoting patient safety and enhancing quality of patient care. Graduate medical education must prepare fellows to provide the highest level of clinical care with continuous focus on the safety, individual needs, and humanity of their patients. It is the right of each patient to be cared for by fellows who are appropriately supervised; possess the requisite knowledge, skills, and abilities; understand the limits of their knowledge and experience; and seek assistance as required to provide optimal patient care.*

*Fellows must demonstrate the ability to analyze the care they provide, understand their roles within health care teams, and play an active role in system improvement processes. Graduating fellows will apply these skills to critique their future unsupervised practice and effect quality improvement measures.*

*It is necessary for fellows and faculty members to consistently work in a well-coordinated manner with other health care professionals to achieve organizational patient safety goals.*

VI.A.1.a) Patient Safety

VI.A.1.a).(1) Culture of Safety
A culture of safety requires continuous identification of vulnerabilities and a willingness to transparently deal with them. An effective organization has formal mechanisms to assess the knowledge, skills, and attitudes of its personnel toward safety in order to identify areas for improvement.

VI.A.1.a).(1).(a) The program, its faculty, residents, and fellows must actively participate in patient safety systems and contribute to a culture of safety. (Core)

VI.A.1.a).(1).(b) The program must have a structure that promotes safe, interprofessional, team-based care. (Core)

VI.A.1.a).(2) Education on Patient Safety

Programs must provide formal educational activities that promote patient safety-related goals, tools, and techniques. (Core)

VI.A.1.a).(3) Patient Safety Events

Reporting, investigation, and follow-up of adverse events, near misses, and unsafe conditions are pivotal mechanisms for improving patient safety, and are essential for the success of any patient safety program. Feedback and experiential learning are essential to developing true competence in the ability to identify causes and institute sustainable systems-based changes to ameliorate patient safety vulnerabilities.

VI.A.1.a).(3).(a) Residents, fellows, faculty members, and other clinical staff members must:

VI.A.1.a).(3).(a).(i) know their responsibilities in reporting patient safety events at the clinical site; (Core)

VI.A.1.a).(3).(a).(ii) know how to report patient safety events, including near misses, at the clinical site; and, (Core)

VI.A.1.a).(3).(a).(iii) be provided with summary information of their institution’s patient safety reports. (Core)

VI.A.1.a).(3).(b) Fellows must participate as team members in real and/or simulated interprofessional clinical
patient safety activities, such as root cause analyses or other activities that include analysis, as well as formulation and implementation of actions. (Core)

VI.A.1.a).(4) Fellow Education and Experience in Disclosure of Adverse Events

Patient-centered care requires patients, and when appropriate families, to be apprised of clinical situations that affect them, including adverse events. This is an important skill for faculty physicians to model, and for fellows to develop and apply.

VI.A.1.a).(4).(a) All fellows must receive training in how to disclose adverse events to patients and families. (Core)

VI.A.1.a).(4).(b) Fellows should have the opportunity to participate in the disclosure of patient safety events, real or simulated. (Detail)

VI.A.1.b) Quality Improvement

VI.A.1.b).(1) Education in Quality Improvement

A cohesive model of health care includes quality-related goals, tools, and techniques that are necessary in order for health care professionals to achieve quality improvement goals.

VI.A.1.b).(1).(a) Fellows must receive training and experience in quality improvement processes, including an understanding of health care disparities. (Core)

VI.A.1.b).(2) Quality Metrics

Access to data is essential to prioritizing activities for care improvement and evaluating success of improvement efforts.

VI.A.1.b).(2).(a) Fellows and faculty members must receive data on quality metrics and benchmarks related to their patient populations. (Core)

VI.A.1.b).(3) Engagement in Quality Improvement Activities

Experiential learning is essential to developing the ability to identify and institute sustainable systems-based changes to improve patient care.
VI.A.1.b).(3).(a) Fellows must have the opportunity to participate in interprofessional quality improvement activities. (Core)

VI.A.1.b).(3).(a).(i) This should include activities aimed at reducing health care disparities. (Detail)

VI.A.2. Supervision and Accountability

VI.A.2.a) Although the attending physician is ultimately responsible for the care of the patient, every physician shares in the responsibility and accountability for their efforts in the provision of care. Effective programs, in partnership with their Sponsoring Institutions, define, widely communicate, and monitor a structured chain of responsibility and accountability as it relates to the supervision of all patient care.

Supervision in the setting of graduate medical education provides safe and effective care to patients; ensures each fellow’s development of the skills, knowledge, and attitudes required to enter the unsupervised practice of medicine; and establishes a foundation for continued professional growth.

VI.A.2.a).(1) Each patient must have an identifiable and appropriately-credentialed and privileged attending physician (or licensed independent practitioner as specified by the applicable Review Committee) who is responsible and accountable for the patient’s care. (Core)

VI.A.2.a).(1).(a) This information must be available to fellows, faculty members, other members of the health care team, and patients. (Core)

VI.A.2.a).(1).(b) Fellows and faculty members must inform each patient of their respective roles in that patient’s care when providing direct patient care. (Core)

VI.A.2.b) Supervision may be exercised through a variety of methods. For many aspects of patient care, the supervising physician may be a more advanced fellow. Other portions of care provided by the fellow can be adequately supervised by the immediate availability of the supervising faculty member or fellow physician, either on site or by means of telephonic and/or electronic modalities. Some activities require the physical presence of the supervising faculty member. In some circumstances, supervision may include post-hoc review of fellow-delivered care with feedback.
VI.A.2.b).(1) The program must demonstrate that the appropriate level of supervision in place for all fellows is based on each fellow’s level of training and ability, as well as patient complexity and acuity. Supervision may be exercised through a variety of methods, as appropriate to the situation. (Core)

VI.A.2.c) Levels of Supervision

To promote oversight of fellow supervision while providing for graded authority and responsibility, the program must use the following classification of supervision: (Core)

VI.A.2.c).(1) Direct Supervision – the supervising physician is physically present with the fellow and patient. (Core)

VI.A.2.c).(2) Indirect Supervision:

VI.A.2.c).(2).(a) with Direct Supervision immediately available – the supervising physician is physically within the hospital or other site of patient care, and is immediately available to provide Direct Supervision. (Core)

VI.A.2.c).(2).(b) with Direct Supervision available – the supervising physician is not physically present within the hospital or other site of patient care, but is immediately available by means of telephonic and/or electronic modalities, and is available to provide Direct Supervision. (Core)

VI.A.2.c).(3) Oversight – the supervising physician is available to provide review of procedures/encounters with feedback provided after care is delivered. (Core)

VI.A.2.d) The privilege of progressive authority and responsibility, conditional independence, and a supervisory role in patient care delegated to each fellow must be assigned by the program director and faculty members. (Core)

VI.A.2.d).(1) The program director must evaluate each fellow’s abilities based on specific criteria, guided by the Milestones. (Core)

VI.A.2.d).(2) Faculty members functioning as supervising physicians must delegate portions of care to fellows based on the needs of the patient and the skills of each fellow. (Core)

VI.A.2.d).(3) Fellows should serve in a supervisory role to residents or junior fellows in recognition of their progress.
toward independence, based on the needs of each patient and the skills of the individual resident or fellow. (Detail)

VI.A.2.e) Programs must set guidelines for circumstances and events in which fellows must communicate with the supervising faculty member(s). (Core)

VI.A.2.e).(1) Each fellow must know the limits of their scope of authority, and the circumstances under which the fellow is permitted to act with conditional independence. (Outcome)

VI.A.2.f) Faculty supervision assignments must be of sufficient duration to assess the knowledge and skills of each fellow and to delegate to the fellow the appropriate level of patient care authority and responsibility. (Core)

VI.B. Professionalism

VI.B.1. Programs, in partnership with their Sponsoring Institutions, must educate fellows and faculty members concerning the professional responsibilities of physicians, including their obligation to be appropriately rested and fit to provide the care required by their patients. (Core)

VI.B.2. The learning objectives of the program must:

VI.B.2.a) be accomplished through an appropriate blend of supervised patient care responsibilities, clinical teaching, and didactic educational events; (Core)

VI.B.2.b) be accomplished without excessive reliance on fellows to fulfill non-physician obligations; and, (Core)

VI.B.2.c) ensure manageable patient care responsibilities. (Core)

VI.B.3. The program director, in partnership with the Sponsoring Institution, must provide a culture of professionalism that supports patient safety and personal responsibility. (Core)

VI.B.4. Fellows and faculty members must demonstrate an understanding of their personal role in the:

VI.B.4.a) provision of patient- and family-centered care; (Outcome)

VI.B.4.b) safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and adverse events; (Outcome)

VI.B.4.c) assurance of their fitness for work, including: (Outcome)
VI.B.4.c).(1) management of their time before, during, and after clinical assignments; and, (Outcome)

VI.B.4.c).(2) recognition of impairment, including from illness, fatigue, and substance use, in themselves, their peers, and other members of the health care team. (Outcome)

VI.B.4.d) commitment to lifelong learning; (Outcome)

VI.B.4.e) monitoring of their patient care performance improvement indicators; and, (Outcome)

VI.B.4.f) accurate reporting of clinical and educational work hours, patient outcomes, and clinical experience data. (Outcome)

VI.B.5. All fellows and faculty members must demonstrate responsiveness to patient needs that supersedes self-interest. This includes the recognition that under certain circumstances, the best interests of the patient may be served by transitioning that patient’s care to another qualified and rested provider. (Outcome)

VI.B.6. Programs must provide a professional, respectful, and civil environment that is free from mistreatment, abuse, or coercion of students, residents/fellows, faculty, and staff. Programs, in partnership with their Sponsoring Institutions, should have a process for education of fellows and faculty regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns. (Core)

VI.C. Well-Being

In the current health care environment, fellows and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of fellowship training. Programs, in partnership with their Sponsoring Institutions, have the same responsibility to address well-being as they do to evaluate other aspects of fellow competence.

VI.C.1. This responsibility must include:

VI.C.1.a) efforts to enhance the meaning that each fellow finds in the experience of being a physician, including protecting time with patients, minimizing non-physician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships; (Core)
VI.C.1.b) attention to scheduling, work intensity, and work
compression that impacts fellow well-being; (Core)

VI.C.1.c) evaluating workplace safety data and addressing the safety of
fellows and faculty members; (Core)

VI.C.1.d) policies and programs that encourage optimal fellow and
faculty member well-being; and, (Core)

VI.C.1.d).(1) Fellows must be given the opportunity to attend
medical, mental health, and dental care appointments,
including those scheduled during their working hours.
(Core)

VI.C.1.e) attention to fellow and faculty member burnout, depression,
and substance abuse. The program, in partnership with its
Sponsoring Institution, must educate faculty members and
fellows in identification of the symptoms of burnout,
depression, and substance abuse, including means to assist
those who experience these conditions. Fellows and faculty
members must also be educated to recognize those
symptoms in themselves and how to seek appropriate care.
The program, in partnership with its Sponsoring Institution,
must: (Core)

VI.C.1.e).(1) encourage fellows and faculty members to alert the
program director or other designated personnel or
programs when they are concerned that another
resident, fellow, or faculty member may be displaying
signs of burnout, depression, substance abuse,
suicidal ideation, or potential for violence; (Core)

VI.C.1.e).(2) provide access to appropriate tools for self-screening;
and, (Core)

VI.C.1.e).(3) provide access to confidential, affordable mental
health assessment, counseling, and treatment,
including access to urgent and emergent care 24
hours a day, seven days a week. (Core)

VI.C.2. There are circumstances in which fellows may be unable to attend
work, including but not limited to fatigue, illness, and family
emergencies. Each program must have policies and procedures in
place that ensure coverage of patient care in the event that a fellow
may be unable to perform their patient care responsibilities. These
policies must be implemented without fear of negative
consequences for the fellow who is unable to provide the clinical
work. (Core)

VI.D. Fatigue Mitigation
VI.D.1. Programs must:

VI.D.1.a) educate all faculty members and fellows to recognize the signs of fatigue and sleep deprivation;  
(Core)

VI.D.1.b) educate all faculty members and fellows in alertness management and fatigue mitigation processes; and,  
(Core)

VI.D.1.c) encourage fellows to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning.  
(Detail)

VI.D.2. Each program must ensure continuity of patient care, consistent with the program’s policies and procedures referenced in VI.C.2, in the event that a fellow may be unable to perform their patient care responsibilities due to excessive fatigue.  
(Core)

VI.D.3. The program, in partnership with its Sponsoring Institution, must ensure adequate sleep facilities and safe transportation options for fellows who may be too fatigued to safely return home.  
(Core)

VI.E. Clinical Responsibilities, Teamwork, and Transitions of Care

VI.E.1. Clinical Responsibilities

The clinical responsibilities for each fellow must be based on PGY level, patient safety, fellow ability, severity and complexity of patient illness/condition, and available support services.  
(Core)

VI.E.1.a) Fellows should not be relied upon to provide a clinical service that exceeds the educational value of the activity, such as follicular monitoring.  
(Detail)

VI.E.2. Teamwork

Fellows must care for patients in an environment that maximizes communication. This must include the opportunity to work as a member of effective interprofessional teams that are appropriate to the delivery of care in the specialty and larger health system.  
(Core)

VI.E.3. Transitions of Care

VI.E.3.a) Programs must design clinical assignments to optimize transitions in patient care, including their safety, frequency, and structure.  
(Core)

VI.E.3.b) Programs, in partnership with their Sponsoring Institutions, must ensure and monitor effective, structured hand-over processes to facilitate both continuity of care and patient safety.  
(Core)
VI.E.3.c) Programs must ensure that fellows are competent in communicating with team members in the hand-over process. *(Outcome)*

VI.E.3.d) Programs and clinical sites must maintain and communicate schedules of attending physicians and fellows currently responsible for care. *(Core)*

VI.E.3.e) Each program must ensure continuity of patient care, consistent with the program’s policies and procedures referenced in VI.C.2, in the event that a fellow may be unable to perform their patient care responsibilities due to excessive fatigue or illness, or family emergency. *(Core)*

VI.F. Clinical Experience and Education

*Programs, in partnership with their Sponsoring Institutions, must design an effective program structure that is configured to provide fellows with educational and clinical experience opportunities, as well as reasonable opportunities for rest and personal activities.*

VI.F.1. Maximum Hours of Clinical and Educational Work per Week

Clinical and educational work hours must be limited to no more than 80 hours per week, averaged over a four-week period, inclusive of all in-house clinical and educational activities, clinical work done from home, and all moonlighting. *(Core)*

VI.F.2. Mandatory Time Free of Clinical Work and Education

VI.F.2.a) The program must design an effective program structure that is configured to provide fellows with educational opportunities, as well as reasonable opportunities for rest and personal well-being. *(Core)*

VI.F.2.b) Fellows should have eight hours off between scheduled clinical work and education periods. *(Detail)*

VI.F.2.b).(1) There may be circumstances when fellows choose to stay to care for their patients or return to the hospital with fewer than eight hours free of clinical experience and education. This must occur within the context of the 80-hour and the one-day-off-in-seven requirements. *(Detail)*

VI.F.2.c) Fellows must have at least 14 hours free of clinical work and education after 24 hours of in-house call. *(Core)*

VI.F.2.d) Fellows must be scheduled for a minimum of one day in seven free of clinical work and required education (when
averaged over four weeks). At-home call cannot be assigned on these free days. (Core)

VI.F.3. Maximum Clinical Work and Education Period Length

VI.F.3.a) Clinical and educational work periods for fellows must not exceed 24 hours of continuous scheduled clinical assignments. (Core)

VI.F.3.a).(1) Up to four hours of additional time may be used for activities related to patient safety, such as providing effective transitions of care, and/or fellow education. (Core)

VI.F.3.a).(1).(a) Additional patient care responsibilities must not be assigned to a fellow during this time. (Core)

VI.F.4. Clinical and Educational Work Hour Exceptions

VI.F.4.a) In rare circumstances, after handing off all other responsibilities, a fellow, on their own initiative, may elect to remain or return to the clinical site in the following circumstances:

VI.F.4.a).(1) to continue to provide care to a single severely ill or unstable patient; (Detail)

VI.F.4.a).(2) humanistic attention to the needs of a patient or family; or, (Detail)

VI.F.4.a).(3) to attend unique educational events. (Detail)

VI.F.4.b) These additional hours of care or education will be counted toward the 80-hour weekly limit. (Detail)

VI.F.4.c) A Review Committee may grant rotation-specific exceptions for up to 10 percent or a maximum of 88 clinical and educational work hours to individual programs based on a sound educational rationale.

The Review Committee will not consider requests for exceptions to the 80-hour weekly limit.

VI.F.4.c).(1) In preparing a request for an exception, the program director must follow the clinical and educational work hour exception policy from the ACGME Manual of Policies and Procedures. (Core)

VI.F.4.c).(2) Prior to submitting the request to the Review Committee, the program director must obtain approval from the Sponsoring Institution’s GMEC and DIO. (Core)
VI.F.5. Moonlighting

VI.F.5.a) Moonlighting must not interfere with the ability of the fellow to achieve the goals and objectives of the educational program, and must not interfere with the fellow’s fitness for work nor compromise patient safety. (Core)

VI.F.5.b) Time spent by fellows in internal and external moonlighting (as defined in the ACGME Glossary of Terms) must be counted toward the 80-hour maximum weekly limit. (Core)

VI.F.6. In-House Night Float

Night float must occur within the context of the 80-hour and one-day-off-in-seven requirements. (Core)

VI.F.7. Maximum In-House On-Call Frequency

Fellows must be scheduled for in-house call no more frequently than every third night (when averaged over a four-week period). (Core)

VI.F.8. At-Home Call

VI.F.8.a) Time spent on patient care activities by fellows on at-home call must count toward the 80-hour maximum weekly limit. The frequency of at-home call is not subject to the every-third-night limitation, but must satisfy the requirement for one day in seven free of clinical work and education, when averaged over four weeks. (Core)

VI.F.8.a).(1) At-home call must not be so frequent or taxing as to preclude rest or reasonable personal time for each fellow. (Core)

VI.F.8.b) Fellows are permitted to return to the hospital while on at-home call to provide direct care for new or established patients. These hours of inpatient patient care must be included in the 80-hour maximum weekly limit. (Detail)

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*Core Requirements: Statements that define structure, resource, or process elements essential to every graduate medical educational program.

Detail Requirements: Statements that describe a specific structure, resource, or process, for achieving compliance with a Core Requirement. Programs and sponsoring institutions in substantial compliance with the Outcome Requirements may utilize alternative or innovative approaches to meet Core Requirements.

Outcome Requirements: Statements that specify expected measurable or observable attributes (knowledge, abilities, skills, or attitudes) of residents or fellows at key stages of their graduate medical education.
Osteopathic Recognition
For programs seeking Osteopathic Recognition for the entire program, or for a track within the program, the Osteopathic Recognition Requirements are also applicable.
(http://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/Osteopathic_Recognition_Requirements.pdf)