



**Accreditation Council for  
Graduate Medical Education**

**ACGME Program Requirements for  
Graduate Medical Education  
in Psychiatry**

1 **ACGME Program Requirements for Graduate Medical Education**  
2 **in Psychiatry**

3  
4 **Common Program Requirements are in BOLD**

5  
6 **Introduction**

7  
8 **Int.A. Residency is an essential dimension of the transformation of the medical**  
9 **student to the independent practitioner along the continuum of medical**  
10 **education. It is physically, emotionally, and intellectually demanding, and**  
11 **requires longitudinally-concentrated effort on the part of the resident.**

12  
13 **The specialty education of physicians to practice independently is**  
14 **experiential, and necessarily occurs within the context of the health care**  
15 **delivery system. Developing the skills, knowledge, and attitudes leading to**  
16 **proficiency in all the domains of clinical competency requires the resident**  
17 **physician to assume personal responsibility for the care of individual**  
18 **patients. For the resident, the essential learning activity is interaction with**  
19 **patients under the guidance and supervision of faculty members who give**  
20 **value, context, and meaning to those interactions. As residents gain**  
21 **experience and demonstrate growth in their ability to care for patients, they**  
22 **assume roles that permit them to exercise those skills with greater**  
23 **independence. This concept--graded and progressive responsibility--is one**  
24 **of the core tenets of American graduate medical education. Supervision in**  
25 **the setting of graduate medical education has the goals of assuring the**  
26 **provision of safe and effective care to the individual patient; assuring each**  
27 **resident's development of the skills, knowledge, and attitudes required to**  
28 **enter the unsupervised practice of medicine; and establishing a foundation**  
29 **for continued professional growth.**

30  
31 **Int.B. Psychiatry is a medical specialty focused on the prevention, diagnosis, and**  
32 **treatment of psychiatric mental, addictive, and emotional disorders. An approved**  
33 **residency program in psychiatry is designed to ensure that its graduates are able**  
34 **to render effective professional care to psychiatric patients. Graduates will**  
35 **possess sound clinical judgment, requisite skills, and a high order of knowledge**  
36 **about the diagnosis, treatment, and prevention of all psychiatric disorders,**  
37 **together with other common medical and neurological disorders that relate to the**  
38 **practice of psychiatry. Graduates must have a keen awareness of their own**  
39 **strengths and limitations, and recognize the necessity for continuing their own**  
40 **professional development.**

41  
42 **Int.C. Duration of Education**

43  
44 **The educational program in psychiatry must be 48 months in length. (Core)\***  
45

46 **I. Institutions**

47  
48 **I.A. Sponsoring Institution**

49  
50 **One sponsoring institution must assume ultimate responsibility for the**  
51 **program, as described in the Institutional Requirements, and this**

responsibility extends to resident 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:

I.A.1.a) ~~dedicate no less than~~ provide at least 50 percent salary support and protected time of 50 percent FTE (at least 20 hours per week) for the program director of his or her professional effort to the psychiatry educational program and receive institutional support for this time. (Core)

I.A.1.b) provide for at least 20 hours per week for direct program administration and education for the program director; and, (Core)

I.A.1.c) provide additional dedicated time and salary support either for the program director or for associate program directors, based on program size and ~~complexity of training sites.~~ (Core)

I.A.1.c).(1) At a minimum, the following a total of 30 hours per week, must be provided for the program director or combined program director and associate program director time, is required for an approved complement of 24 to 40 residents, and 40 hours per week for an approved complement of 41 to 79 residents. When a program is approved for 80 or more residents, there must be additional time allocated for directing the program. (Core)

Residents	Hours/Week
24-40	30
41-79	40
>80	40 + additional time* allocated for directing program (*10 additional hours for every 20 residents)

I.A.2. There must be a residency coordinator who has adequate time and institutional support, based on program size and complexity, to support the residency program. (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. (Detail)

The PLA should:

I.B.1.a) identify the faculty who will assume both educational and

- 96 supervisory responsibilities for residents;<sup>(Detail)</sup>  
 97  
 98 **I.B.1.b)** specify their responsibilities for teaching, supervision, and  
 99 formal evaluation of residents, as specified later in this  
 100 document;<sup>(Detail)</sup>  
 101  
 102 **I.B.1.c)** specify the duration and content of the educational  
 103 experience; and,<sup>(Detail)</sup>  
 104  
 105 **I.B.1.d)** state the policies and procedures that will govern resident  
 106 education during the assignment.<sup>(Detail)</sup>  
 107  
 108 **I.B.2.** The program director must submit any additions or deletions of  
 109 participating sites routinely providing an educational experience,  
 110 required for all residents, of one month full time equivalent (FTE) or  
 111 more through the Accreditation Council for Graduate Medical  
 112 Education (ACGME) Accreditation Data System (ADS).<sup>(Core)</sup>  
 113  
 114 **I.B.3.** ~~The number and distribution of participating sites must not preclude~~  
 115 ~~satisfactory participation by residents in teaching and didactic exercises.~~  
 116 ~~Geographic proximity of participating sites will be one factor in evaluating~~  
 117 ~~program cohesion, continuity, and peer interaction. The number of and~~  
 118 ~~distance between participating sites must allow for full participation by~~  
 119 ~~residents in all organized education aspects of the program.~~<sup>(Core)</sup>  
 120  
 121 **II. Program Personnel and Resources**  
 122  
 123 **II.A. Program Director**  
 124  
 125 **II.A.1.** There must be a single program director with authority and  
 126 accountability for the operation of the program. The sponsoring  
 127 institution's GMEC must approve a change in program director.<sup>(Core)</sup>  
 128  
 129 **II.A.1.a)** The program director must submit this change to the ACGME  
 130 via the ADS.<sup>(Core)</sup>  
 131  
 132 **II.A.2.** The program director should continue in his or her position for a  
 133 length of time adequate to maintain continuity of leadership and  
 134 program stability.<sup>(Detail)</sup>  
 135  
 136 **II.A.2.a)** ~~In general, the minimum term of appointment must be at least the~~  
 137 ~~duration of the program plus one year.~~<sup>(Detail)</sup>  
 138  
 139 **II.A.3.** Qualifications of the program director must include:  
 140  
 141 **II.A.3.a)** requisite specialty expertise and documented educational  
 142 and administrative experience acceptable to the Review  
 143 Committee;<sup>(Core)</sup>  
 144  
 145 **II.A.3.b)** current certification in the specialty by the American Board of  
 146 Psychiatry and Neurology (ABPN), or specialty qualifications

147 that are acceptable to the Review Committee; and,<sup>(Core)</sup>  
148  
149 II.A.3.b).(1) The Review Committee accepts only ABPN certification.  
150  
151 II.A.3.c) current medical licensure and appropriate medical staff  
152 appointment.<sup>(Core)</sup>  
153  
154 II.A.4. The program director must administer and maintain an educational  
155 environment conducive to educating the residents in each of the  
156 ACGME competency areas.<sup>(Core)</sup>  
157  
158 The program director must:  
159  
160 II.A.4.a) oversee and ensure the quality of didactic and clinical  
161 education in all sites that participate in the program;<sup>(Core)</sup>  
162  
163 II.A.4.b) approve a local director at each participating site who is  
164 accountable for resident education;<sup>(Core)</sup>  
165  
166 II.A.4.c) approve the selection of program faculty as appropriate;<sup>(Core)</sup>  
167  
168 II.A.4.d) evaluate program faculty;<sup>(Core)</sup>  
169  
170 II.A.4.e) approve the continued participation of program faculty based  
171 on evaluation;<sup>(Core)</sup>  
172  
173 II.A.4.f) monitor resident supervision at all participating sites;<sup>(Core)</sup>  
174  
175 II.A.4.g) prepare and submit all information required and requested by  
176 the ACGME.<sup>(Core)</sup>  
177  
178 II.A.4.g).(1) This includes but is not limited to the program  
179 application forms and annual program resident  
180 updates to the ADS, and ensure that the information  
181 submitted is accurate and complete.<sup>(Core)</sup>  
182  
183 II.A.4.h) ensure compliance with grievance and due process  
184 procedures as set forth in the Institutional Requirements and  
185 implemented by the sponsoring institution;<sup>(Detail)</sup>  
186  
187 II.A.4.i) provide verification of residency education for all residents,  
188 including those who leave the program prior to completion;  
189 <sup>(Core)</sup>  
190  
191 II.A.4.j) implement policies and procedures consistent with the  
192 institutional and program requirements for resident duty  
193 hours and the working environment, including moonlighting,  
194 <sup>(Core)</sup>  
195  
196 and, to that end, must:  
197

198	<b>II.A.4.j).(1)</b>	<b>distribute these policies and procedures to the residents and faculty;</b> <sup>(Detail)</sup>
199		
200		
201	<b>II.A.4.j).(2)</b>	<b>monitor resident duty hours, according to sponsoring institutional policies, with a frequency sufficient to ensure compliance with ACGME requirements;</b> <sup>(Core)</sup>
202		
203		
204		
205	<b>II.A.4.j).(3)</b>	<b>adjust schedules as necessary to mitigate excessive service demands and/or fatigue; and,</b> <sup>(Detail)</sup>
206		
207		
208	<b>II.A.4.j).(4)</b>	<b>if applicable, monitor the demands of at-home call and adjust schedules as necessary to mitigate excessive service demands and/or fatigue.</b> <sup>(Detail)</sup>
209		
210		
211		
212	<b>II.A.4.k)</b>	<b>monitor the need for and ensure the provision of back up support systems when patient care responsibilities are unusually difficult or prolonged;</b> <sup>(Detail)</sup>
213		
214		
215		
216	<b>II.A.4.l)</b>	<b>comply with the sponsoring institution's written policies and procedures, including those specified in the Institutional Requirements, for selection, evaluation and promotion of residents, disciplinary action, and supervision of residents;</b> <sup>(Detail)</sup>
217		
218		
219		
220		
221		
222	<b>II.A.4.m)</b>	<b>be familiar with and comply with ACGME and Review Committee policies and procedures as outlined in the ACGME Manual of Policies and Procedures;</b> <sup>(Detail)</sup>
223		
224		
225		
226	<b>II.A.4.n)</b>	<b>obtain review and approval of the sponsoring institution's GMEC/DIO before submitting information or requests to the ACGME, including:</b> <sup>(Core)</sup>
227		
228		
229		
230	<b>II.A.4.n).(1)</b>	<b>all applications for ACGME accreditation of new programs;</b> <sup>(Detail)</sup>
231		
232		
233	<b>II.A.4.n).(2)</b>	<b>changes in resident complement;</b> <sup>(Detail)</sup>
234		
235	<b>II.A.4.n).(3)</b>	<b>major changes in program structure or length of training;</b> <sup>(Detail)</sup>
236		
237		
238	<b>II.A.4.n).(4)</b>	<b>progress reports requested by the Review Committee;</b> <sup>(Detail)</sup>
239		
240		
241	<b>II.A.4.n).(5)</b>	<b>responses to all proposed adverse actions;</b> <sup>(Detail)</sup>
242		
243	<b>II.A.4.n).(6)</b>	<b>requests for increases or any change to resident duty hours;</b> <sup>(Detail)</sup>
244		
245		
246	<b>II.A.4.n).(7)</b>	<b>voluntary withdrawals of ACGME-accredited programs;</b> <sup>(Detail)</sup>
247		
248		

249	<b>II.A.4.n).(8)</b>	<b>requests for appeal of an adverse action;</b> <sup>(Detail)</sup>
250		
251	<b>II.A.4.n).(9)</b>	<b>appeal presentations to a Board of Appeal or the</b>
252		<b>ACGME; and,</b> <sup>(Detail)</sup>
253		
254	<b>II.A.4.n).(10)</b>	<b>proposals to ACGME for approval of innovative</b>
255		<b>educational approaches.</b> <sup>(Detail)</sup>
256		
257	<b>II.A.4.o)</b>	<b>obtain DIO review and co-signature on all program</b>
258		<b>application forms, as well as any correspondence or</b>
259		<b>document submitted to the ACGME that addresses:</b> <sup>(Detail)</sup>
260		
261	<b>II.A.4.o).(1)</b>	<b>program citations, and/or,</b> <sup>(Detail)</sup>
262		
263	<b>II.A.4.o).(2)</b>	<b>request for changes in the program that would have</b>
264		<b>significant impact, including financial, on the program</b>
265		<b>or institution.</b> <sup>(Detail)</sup>
266		
267	<b>II.A.4.p)</b>	<b>monitor performance and maintain personal contact with residents</b>
268		<b>during the first post-graduate year while they are on services other</b>
269		<b>than psychiatry;</b> <sup>(Detail)</sup>
270		
271	<b>II.A.4.q)</b>	<del><b>make resident appointments and assignments in accordance with</b></del>
272		<del><b>institutional and departmental policies and procedures;</b></del> <sup>(Detail)</sup>
273		
274	<b>II.A.4.r)</b>	<b>monitor residents' stress, including physical or emotional</b>
275		<b>conditions which inhibit performance or learning, as well as drug-</b>
276		<b>or alcohol-related dysfunction; and,</b> <sup>(Detail)</sup>
277		
278	<b>II.A.4.s)</b>	<del><b>Program directors and teaching staff members should be sensitive</b></del>
279		<del><b>to the need</b></del> <u>provide</u> <del><b>for timely provision of confidential counseling</b></del>
280		<del><b>and psychological support services to residents.</b></del> <sup>(Detail)</sup>
281		
282	<b>II.A.4.s).(1)</b>	<del><b>Educational situations that consistently produce</b></del>
283		<del><b>undesirable stress on residents must be evaluated and</b></del>
284		<del><b>modified.</b></del> <sup>(Detail)</sup>
285		
286	<b>II.A.4.t)</b>	<del><b>dedicate no less than 50 percent (at least 20 hours per week) of</b></del>
287		<del><b>his or her professional effort to the psychiatry educational program</b></del>
288		<del><b>and receive institutional support for this time.</b></del> <sup>(Core)</sup>
289		
290	<b>II.A.4.t).(1)</b>	<del><b>This effort must be devoted to administrative and</b></del>
291		<del><b>educational activities of the psychiatry educational</b></del>
292		<del><b>program.</b></del> <sup>(Core)</sup>
293		
294	<b>II.B.</b>	<b>Faculty</b>
295		
296	<b>II.B.1.</b>	<b>At each participating site, there must be a sufficient number of</b>
297		<b>faculty with documented qualifications to instruct and supervise all</b>
298		<b>residents at that location.</b> <sup>(Core)</sup>
299		





351 and presentation of conferences, as well as in clinical teaching and  
352 supervision. <sup>(Detail)</sup>

353  
354 II.B.8. A member of the teaching staff in each participating site must be  
355 designated to assume responsibility for the day-to-day activities of the  
356 program at that site, with overall coordination by the program director.  
357 <sup>(Detail)</sup>

358  
359 **II.C. Other Program Personnel**

360  
361 **The institution and the program must jointly ensure the availability of all**  
362 **necessary professional, technical, and clerical personnel for the effective**  
363 **administration of the program.** <sup>(Core)</sup>

364  
365 II.C.1. Associate Program Director

366  
367 An associate program director is a member of the physician teaching  
368 faculty who assists the program director in the administrative and clinical  
369 oversight of the educational program. <sup>(Core)</sup>

370  
371 II.C.1.a) The associate program director must report directly to the program  
372 director. <sup>(Core)</sup>

373  
374 II.C.2. Chair of Psychiatry

375  
376 The chair of psychiatry must be:

377  
378 II.C.2.a) a physician who is appointed to and in good standing with the  
379 medial staff of a site participating in the program; <sup>(Detail)</sup>

380  
381 II.C.2.b) qualified and have at least three years' experience as a clinician,  
382 administrator, and educator in psychiatry; <sup>(Core)</sup>

383  
384 II.C.2.c) certified in psychiatry by the ABP ~~American Board of Psychiatry~~  
385 ~~and Neurology~~, or must possess appropriate qualifications judged  
386 to be acceptable by the Review Committee; <sup>(Core)</sup>

387  
388 II.C.2.d) actively involved in psychiatry through continuing medical  
389 education, professional societies, and scholarly activities; and,  
390 <sup>(Detail)</sup>

391  
392 II.C.2.e) capable of mentoring medical faculty members, residents,  
393 administrators, and other health care professionals, and possess  
394 medical leadership qualifications consistent with other physician  
395 chairs within the sponsoring institution. <sup>(Detail)</sup>

396  
397 **II.D. Resources**

398  
399 **The institution and the program must jointly ensure the availability of**  
400 **adequate resources for resident education, as defined in the specialty**  
401 **program requirements.** <sup>(Core)</sup>

- 402  
403 II.D.1. ~~These patients~~ There should be patients of different ages and genders  
404 from across the life cycle and from a variety of ethnic, racial, sociocultural,  
405 and economic backgrounds. <sup>(Detail)</sup>  
406  
407 II.D.2. ~~There should be an inpatient population~~ must have adequate patients for  
408 ~~each mode of required education and, minimally, must include that is~~  
409 acutely ill and represents a diverse clinical spectrum of diagnoses, ages,  
410 and genders. <sup>(Detail)</sup>  
411  
412 II.D.3. Organized clinical services in inpatient, outpatient, emergency,  
413 consultation/liaison, and child and adolescent psychiatry must be  
414 available. <sup>(Core)</sup>  
415  
416 II.D.4. Patient services that are comprehensive and continuous should be  
417 available. <sup>(Detail)</sup>  
418  
419 II.D.5. ~~and~~ Allied medical and ancillary staff members are should be available for  
420 back-up support ~~at all times.~~ <sup>(Detail)</sup>  
421  
422 II.D.6. ~~Programs must have available adequate inpatient and outpatient facilities~~  
423 ~~and other suitable clinical placements at which the residents can meet the~~  
424 ~~educational objectives of the program.~~ <sup>(Core)</sup>  
425  
426 II.D.6.a) ~~The program should specify the facilities in which the goals and~~  
427 ~~objectives are to be implemented.~~ <sup>(Core)</sup>  
428  
429 II.D.7. ~~All residents~~ There must be have available to them offices designated for  
430 residents to use adequate in size and decor to allow them to interview  
431 patients and accomplish their clinical duties in a professional manner.  
432 <sup>(Core)</sup>  
433  
434 II.D.8. ~~There facility must be also provide adequate and specifically-designated~~  
435 ~~areas for in which residents<sup>2</sup> to use to can~~ perform basic physical  
436 examinations and other necessary diagnostic procedures and treatment  
437 interventions. <sup>(Core)</sup>  
438  
439 II.D.9. There must be ~~adequate~~ educational space and equipment, ~~including~~  
440 ~~equipment~~ with the capability to record and playback ~~session~~, specifically  
441 designated for seminars, lectures, and other educational activities. <sup>(Core)</sup>  
442  
443 II.D.10. There must be available to residents equipment with the capacity for  
444 recording and viewing clinical encounters. <sup>(Core)</sup>  
445

## 446 II.E. Medical Information Access

447  
448 **Residents must have ready access to specialty-specific and other**  
449 **appropriate reference material in print or electronic format. Electronic**  
450 **medical literature databases with search capabilities should be available.**

451 <sup>(Detail)</sup>  
452

- 453 **III. Resident Appointments**  
454
- 455 **III.A. Eligibility Criteria**  
456
- 457 **The program director must comply with the criteria for resident eligibility**  
458 **as specified in the Institutional Requirements.** <sup>(Core)</sup>  
459
- 460 III.A.1. ~~Prior to appointment in the program, director must accept only those~~  
461 ~~applicants whose qualifications of residency include~~ **must demonstrate**  
462 **sufficient** command of English to permit accurate and unimpeded  
463 communication. <sup>(Core)</sup>  
464
- 465 III.A.2. Prior to entry in the program, each resident must be notified, in writing, of  
466 the required length of education for which the program is accredited. <sup>(Core)</sup>  
467
- 468 III.A.2.a) ~~The required length of education for a particular resident must not~~  
469 ~~be changed during his or her program without mutual agreement,~~  
470 ~~unless there is a break in education or the resident requires~~  
471 ~~remedial education.~~ <sup>(Core)</sup>  
472
- 473 **III.B. Number of Residents**  
474
- 475 **The program's educational resources must be adequate to support the**  
476 **number of residents appointed to the program.** <sup>(Core)</sup>  
477
- 478 **III.B.1. The program director may not appoint more residents than**  
479 **approved by the Review Committee, unless otherwise stated in the**  
480 **specialty-specific requirements.** <sup>(Core)</sup>  
481
- 482 III.B.2. Programs ~~must~~ should have at least three residents at each level of  
483 education. <sup>(Detail)</sup>  
484
- 485 III.B.2.a) ~~Programs that fall below this prescribed critical mass will be~~  
486 ~~reviewed, and if this deficiency is not corrected, they may be cited~~  
487 ~~for non-compliance, except when the number of fourth-year~~  
488 ~~residents is fewer than three because residents have entered child~~  
489 ~~and adolescent psychiatry education.~~ <sup>(Detail)</sup>  
490
- 491 **III.C. Resident Transfers**  
492
- 493 **III.C.1. Before accepting a resident who is transferring from another**  
494 **program, the program director must obtain written or electronic**  
495 **verification of previous educational experiences and a summative**  
496 **competency-based performance evaluation of the transferring**  
497 **resident.** <sup>(Detail)</sup>  
498
- 499 **III.C.2. A program director must provide timely verification of residency**  
500 **education and summative performance evaluations for residents**  
501 **who may leave the program prior to completion.** <sup>(Detail)</sup>  
502
- 503 III.C.2.a) ~~Verification must include evaluation of professional integrity of~~

- 504 residents transferring from one program to another, including from  
505 a general psychiatry to a child and adolescent psychiatry program.  
506 (Detail)  
507
- 508 ~~III.C.3. A transferring resident's educational program must be sufficiently~~  
509 ~~individualized so that he or she will have met all the educational and~~  
510 ~~clinical experiences of the program, as accredited, prior to graduation.~~  
511 (Detail)  
512
- 513 III.C.4. If previous ACGME-accredited ~~training~~ education was not in a psychiatry  
514 program, residents may receive up to but no more than 12 months' credit  
515 for prior ~~training~~ education as part of the expected 48 months of the  
516 educational program. (Core)  
517
- 518 **III.D. Appointment of Fellows and Other Learners**  
519
- 520 **The presence of other learners (including, but not limited to, residents from**  
521 **other specialties, subspecialty fellows, PhD students, and nurse**  
522 **practitioners) in the program must not interfere with the appointed**  
523 **residents' education.** (Core)  
524
- 525 **III.D.1. The program director must report the presence of other learners to**  
526 **the DIO and GMEC in accordance with sponsoring institution**  
527 **guidelines.** (Detail)  
528
- 529 **IV. Educational Program**  
530
- 531 **IV.A. The curriculum must contain the following educational components:**  
532
- 533 **IV.A.1. Overall educational goals for the program, which the program must**  
534 **make available to residents and faculty;** (Core)  
535
- 536 **IV.A.2. Competency-based goals and objectives for each assignment at**  
537 **each educational level, which the program must distribute to**  
538 **residents and faculty at least annually, in either written or electronic**  
539 **form;** (Core)  
540
- 541 **IV.A.3. Regularly scheduled didactic sessions;** (Core)  
542
- 543 IV.A.3.a) ~~The program must ensure the participation of Residents and~~  
544 ~~faculty members should participate in journal clubs, research~~  
545 ~~conferences, didactics, and/or other activities that address critical~~  
546 ~~appraisal of the literature and understanding of the research~~  
547 ~~process.~~ (Detail)  
548
- 549 IV.A.3.b) ~~Didactic instruction should must be systematically organized,~~  
550 ~~thoughtfully integrated, based on sound educational principles,~~  
551 ~~and include regularly scheduled lectures, seminars, and assigned~~  
552 ~~readings that are coordinated with concurrent clinical experiences~~  
553 ~~and are specific to the resident's level of education.~~ (Detail)  
554

555	IV.A.3.c)	<del>The didactic sessions must be scheduled to ensure</del> <u>Each resident</u>
556		<u>must attend a minimum of 70 percent of residents' attendance</u>
557		<del>while adhering to program duty hour policies</del> <u>regularly scheduled</u>
558		<u>didactic sessions.</u> <del>Didactic and clinical education must have</del>
559		<del>priority in the allotment of residents' time and energy.</del> <sup>(Core)</sup>
560		
561	<b>IV.A.4.</b>	<b>Delineation of resident responsibilities for patient care, progressive</b>
562		<b>responsibility for patient management, and supervision of residents</b>
563		<b>over the continuum of the program.</b> <sup>(Core)</sup>
564		
565	<b>IV.A.5.</b>	<b>ACGME Competencies</b>
566		
567		<b>The program must integrate the following ACGME competencies</b>
568		<b>into the curriculum:</b> <sup>(Core)</sup>
569		
570	<b>IV.A.5.a)</b>	<b>Patient Care and Procedural Skills</b>
571		
572	<b>IV.A.5.a).(1)</b>	<b>Residents must be able to provide patient care that is</b>
573		<b>compassionate, appropriate, and effective for the</b>
574		<b>treatment of health problems and the promotion of</b>
575		<b>health. Residents:</b> <sup>(Outcome)</sup>
576		
577	IV.A.5.a).(1).(a)	must demonstrate competence in the evaluation
578		and treatment of patients of different ages and
579		genders from <u>diverse backgrounds</u> <del>across the life</del>
580		<del>cycle</del> , and from a variety of ethnic, racial,
581		sociocultural, and economic backgrounds; and;
582		<sup>(Outcome)</sup>
583		
584	IV.A.5.a).(1).(b)	must demonstrate competence in:
585		
586	IV.A.5.a).(1).(b).(i)	<u>forging a therapeutic alliance with patients</u>
587		<u>and their families of all ages, genders, from</u>
588		<u>diverse backgrounds, and from a variety of</u>
589		<u>ethnic, racial, sociocultural, and economic</u>
590		<u>backgrounds;</u> <sup>(Outcome)</sup>
591		
592	IV.A.5.a).(1).(b).(ii)	formulating a clinical diagnosis for patients
593		by conducting patient interviews, <sup>(Outcome)</sup>
594		
595	IV.A.5.a).(1).(b).(iii)	eliciting a clear and accurate history; <sup>(Outcome)</sup>
596		
597	IV.A.5.a).(1).(b).(iv)	performing <u>a physical, neurological, and</u>
598		<u>mental status examination, including use of</u>
599		<u>appropriate diagnostic studies;</u> <sup>(Outcome)</sup>
600		
601	IV.A.5.a).(1).(b).(v)	completing a systematic recording of
602		findings <u>in the medical record;</u> <sup>(Outcome)</sup>
603		
604	IV.A.5.a).(1).(b).(vi)	<del>relating history and clinical findings to the</del>
605		<u>relevant formulating an understanding of a</u>

606		<u>patient's biological, psychological,</u>
607		<u>behavioral, and sociocultural issues</u>
608		<u>associated with etiology and treatment;</u>
609		(Outcome)
610		
611	IV.A.5.a).(1).(b).(vii)	developing a differential diagnosis and
612		treatment plan for <u>patients with all</u>
613		<u>psychiatric disorders in the current standard</u>
614		<u>nomenclature, i.e., diagnostic and DSM,</u>
615		<u>taking into consideration all relevant data;</u>
616		(Outcome)
617		
618	IV.A.5.a).(1).(b).(viii)	managing and treating patients using
619		pharmacological regimens, including
620		concurrent use of medications and
621		psychotherapy; (Outcome)
622		
623	IV.A.5.a).(1).(b).(ix)	<u>applying managing and treating patients</u>
624		<u>using both brief and long-term</u> supportive,
625		psychodynamic, and cognitive-behavioral
626		psychotherapies <del>to both brief and long-term</del>
627		<del>patient encounters, as well as to ensuring</del>
628		<del>exposure to family, couples, group, and</del>
629		<del>other individual evidence-based</del>
630		psychotherapies; (Outcome)
631		
632	IV.A.5.a).(1).(b).(x)	providing psychiatric consultation in a
633		variety of medical and surgical settings;
634		(Outcome)
635		
636	IV.A.5.a).(1).(b).(xi)	managing and treating <del>the</del> chronically-
637		mentally ill <u>patients</u> with appropriate
638		psychopharmacologic, psychotherapeutic,
639		and social rehabilitative interventions;
640		(Outcome)
641		
642	IV.A.5.a).(1).(b).(xii)	providing psychiatric care to patients <del>who</del>
643		<del>are</del> receiving treatment from non-medical
644		therapists and coordinating such treatment;
645		and, (Outcome)
646		
647	IV.A.5.a).(1).(b).(xiii)	recognizing and appropriately responding to
648		family violence (e.g., child, partner, and
649		elder physical, emotional, and sexual abuse
650		and neglect) and its effect on both victims
651		and perpetrators. (Outcome)
652		
653	<b>IV.A.5.a).(2)</b>	<b>Residents must be able to competently perform all</b>
654		<b>medical, diagnostic, and surgical procedures</b>
655		<b>considered essential for the area of practice.</b> (Outcome)
656		

657	<b>IV.A.5.b)</b>	<b>Medical Knowledge</b>
658		
659		<b>Residents must demonstrate knowledge of established and</b>
660		<b>evolving biomedical, clinical, epidemiological and social-</b>
661		<b>behavioral sciences, as well as the application of this</b>
662		<b>knowledge to patient care. Residents:</b> <sup>(Outcome)</sup>
663		
664		must demonstrate <u>competence in their</u> proficiency in their
665		knowledge of:
666		
667	IV.A.5.b).(1)	<del>the</del> major theoretical approaches to understanding the
668		patient-doctor relationship; <sup>(Outcome)</sup>
669		
670	IV.A.5.b).(2)	<del>the</del> biological, genetic, psychological, sociocultural,
671		economic, ethnic, gender, religious/spiritual, sexual
672		orientation, and family factors that significantly influence
673		physical and psychological development throughout the life
674		cycle; <sup>(Outcome)</sup>
675		
676	IV.A.5.b).(3)	<del>the</del> fundamental principles of the epidemiology, etiologies,
677		diagnosis, treatment, and prevention of all major
678		psychiatric disorders in the current standard diagnostic
679		statistical manual, including the biological, psychological,
680		<u>family</u> , sociocultural, and iatrogenic factors that affect the
681		prevention, incidence, prevalence, and long-term course
682		and treatment of psychiatric disorders and conditions;
683		<sup>(Outcome)</sup>
684		
685	IV.A.5.b).(4)	<del>the</del> diagnosis and treatment of neurologic disorders
686		commonly encountered in psychiatric practice, <u>such as</u>
687		<u>including</u> neoplasm, dementia, headaches, traumatic brain
688		injury, infectious diseases, movement disorders, <del>multiple</del>
689		<del>sclerosis</del> <u>neurocognitive disorders</u> , seizure disorders,
690		stroke, intractable pain, and other related disorders; <sup>(Outcome)</sup>
691		
692	IV.A.5.b).(5)	<del>the use</del> , reliability and validity of the generally-accepted
693		diagnostic techniques, including physical examination of
694		the patient, laboratory testing, imaging, neurophysiologic
695		and neuropsychological testing, and psychological testing;
696		<sup>(Outcome)</sup>
697		
698	IV.A.5.b).(6)	<del>the</del> indications <u>for</u> and uses of electroconvulsive <u>and</u>
699		<u>neuromodulation</u> therapies; <sup>(Outcome)</sup>
700		
701	IV.A.5.b).(7)	<del>the use and interpretation of psychological testing;</del>
702		
703	IV.A.5.b).(7).(a)	<del>Under the supervision and guidance of a qualified</del>
704		<del>clinical psychologist, residents should have</del>
705		<del>experience with the interpretation of the</del>
706		<del>psychological tests most commonly used, and</del>
707		<del>some of this experience should be with their own</del>

708		<del>patients.</del> <sup>(Outcome)</sup>
709		
710	IV.A.5.b).(8)	<del>the</del> history of psychiatry and its relationship to the evolution of medicine; <sup>(Outcome)</sup>
711		
712		
713	IV.A.5.b).(9)	<del>the</del> legal aspects of psychiatric practice, <del>and when and how to refer;</del> <sup>(Outcome)</sup>
714		
715		
716	IV.A.5.b).(10)	<u>aspects of American culture and subcultures, including immigrant populations,</u> particularly those found in the patient community associated with the educational program, with specific focus <u>on the cultural elements of the relationship between the resident and the patient, including the dynamics of differences in cultural identity, values and preferences, and power</u> for residents with cultural backgrounds different from those of their patients; <u>and,</u> <sup>(Outcome)</sup>
717		
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725		
726	IV.A.5.b).(11)	<del>Axis III</del> <u>medical</u> conditions that can affect evaluation and care of patients (e.g., CNS lesions, HIV/AIDS, and other <del>medical conditions</del> ). <sup>(Outcome)</sup>
727		
728		
729		
730	<b>IV.A.5.c)</b>	<b>Practice-based Learning and Improvement</b>
731		
732		
733		
734		
735		
736		<b>Residents 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.</b> <sup>(Outcome)</sup>
737		
738		
739		
740		<b>Residents are expected to develop skills and habits to be able to meet the following goals:</b>
741	<b>IV.A.5.c).(1)</b>	<b>identify strengths, deficiencies, and limits in one's knowledge and expertise;</b> <sup>(Outcome)</sup>
742		
743		
744	<b>IV.A.5.c).(2)</b>	<b>set learning and improvement goals;</b> <sup>(Outcome)</sup>
745		
746	<b>IV.A.5.c).(3)</b>	<b>identify and perform appropriate learning activities;</b> <sup>(Outcome)</sup>
747		
748		
749	<b>IV.A.5.c).(4)</b>	<b>systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement;</b> <sup>(Outcome)</sup>
750		
751		
752		
753	<b>IV.A.5.c).(5)</b>	<b>incorporate formative evaluation feedback into daily practice;</b> <sup>(Outcome)</sup>
754		
755		
756	<b>IV.A.5.c).(6)</b>	<b>locate, appraise, and assimilate evidence from scientific studies related to their patients' health problems;</b> <sup>(Outcome)</sup>
757		
758		



759		
760	<b>IV.A.5.c).(7)</b>	<b>use information technology to optimize learning; and,</b> (Outcome)
761		
762		
763	<b>IV.A.5.c).(8)</b>	<b>participate in the education of patients, families,</b> <b>students, residents and other health professionals.</b> (Outcome)
764		
765		
766		
767	<del>IV.A.5.c).(9)</del>	<del>take primary responsibility for lifelong learning to improve</del> <del>knowledge, skills, and practice performance through</del> <del>familiarity with general and rotation-specific goals and</del> <del>objectives, as well as attendance at conferences.</del> (Outcome)
768		
769		
770		
771		
772	<b>IV.A.5.d)</b>	<b>Interpersonal and Communication Skills</b>
773		
774		<b>Residents must demonstrate interpersonal and</b>
775		<b>communication skills that result in the effective exchange of</b>
776		<b>information and collaboration with patients, their families,</b>
777		<b>and health professionals.</b> (Outcome)
778		
779		<b>Residents are expected to:</b>
780		
781	<b>IV.A.5.d).(1)</b>	<b>communicate effectively with patients, families, and</b> <b>the public, as appropriate, across a broad range of</b> <b>socioeconomic and cultural backgrounds;</b> (Outcome)
782		
783		
784		
785	<b>IV.A.5.d).(2)</b>	<b>communicate effectively with physicians, other health</b> <b>professionals, and health related agencies;</b> (Outcome)
786		
787		
788	<b>IV.A.5.d).(3)</b>	<b>work effectively as a member or leader of a health care</b> <b>team or other professional group;</b> (Outcome)
789		
790		
791	<b>IV.A.5.d).(4)</b>	<b>act in a consultative role to other physicians and</b> <b>health professionals; and,</b> (Outcome)
792		
793		
794	<b>IV.A.5.d).(5)</b>	<b>maintain comprehensive, timely, and legible medical</b> <b>records, if applicable.</b> (Outcome)
795		
796		
797	<del>IV.A.5.d).(6)</del>	<del>interview patients and family in an effective manner to</del> <del>facilitate accurate diagnosis and biological, psychological,</del> <del>and social formulation.</del> (Outcome)
798		
799		
800		
801	<b>IV.A.5.e)</b>	<b>Professionalism</b>
802		
803		<b>Residents must demonstrate a commitment to carrying out</b>
804		<b>professional responsibilities and an adherence to ethical</b>
805		<b>principles.</b> (Outcome)
806		
807		<b>Residents are expected to demonstrate:</b>
808		
809	<b>IV.A.5.e).(1)</b>	<b>compassion, integrity, and respect for others;</b> (Outcome)

810		
811	<b>IV.A.5.e).(2)</b>	<b>responsiveness to patient needs that supersedes self-interest;</b> <sup>(Outcome)</sup>
812		
813		
814	<b>IV.A.5.e).(3)</b>	<b>respect for patient privacy and autonomy;</b> <sup>(Outcome)</sup>
815		
816	<b>IV.A.5.e).(4)</b>	<b>accountability to patients, society and the profession;</b> <sup>(Outcome)</sup>
817		
818		
819	<b>IV.A.5.e).(5)</b>	<b>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,</b> <sup>(Outcome)</sup>
820		
821		
822		
823		
824	<b>IV.A.5.e).(6)</b>	high standards of ethical behavior which include respect for patient privacy and autonomy, <u>ability to maintaining</u> appropriate professional boundaries, <u>including those</u> and understanding the nuances specific to psychiatric practice. Programs are expected to distribute to residents and <u>must</u> operate in accordance with the AMA Principles of Ethics with “Special Annotations for Psychiatry,” as developed by the American Psychiatric Association, to ensure that the application and teaching of these principles are an integral part of the educational process. <sup>(Outcome)</sup>
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833		
834		
835	<b>IV.A.5.f)</b>	<b>Systems-based Practice</b>
836		
837		<b>Residents 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.</b> <sup>(Outcome)</sup>
838		
839		
840		
841		
842		<b>Residents are expected to:</b>
843		
844	<b>IV.A.5.f).(1)</b>	<b>work effectively in various health care delivery settings and systems relevant to their clinical specialty;</b> <sup>(Outcome)</sup>
845		
846		
847		
848	<b>IV.A.5.f).(2)</b>	<b>coordinate patient care within the health care system relevant to their clinical specialty;</b> <sup>(Outcome)</sup>
849		
850		
851	<b>IV.A.5.f).(3)</b>	<b>incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care as appropriate;</b> <sup>(Outcome)</sup>
852		
853		
854		
855	<b>IV.A.5.f).(4)</b>	<b>advocate for quality patient care and optimal patient care systems;</b> <sup>(Outcome)</sup>
856		
857		
858	<b>IV.A.5.f).(5)</b>	<b>work in interprofessional teams to enhance patient safety and improve patient care quality;</b> <sup>(Outcome)</sup>
859		
860		

861	<b>IV.A.5.f).(6)</b>	<b>participate in identifying system errors and implementing potential systems solutions;</b> <sup>(Outcome)</sup>
862		
863		
864	IV.A.5.f).(7)	know how types of medical practice and delivery systems differ from one another, including methods of controlling health care cost, assuring quality, and allocating resources;
865		
866		
867		
868		
869	IV.A.5.f).(8)	practice cost-effective health care and resource allocation that <del>does not compromise</del> <u>is aligned with high</u> quality of care, including an understanding of the financing and regulation of psychiatric practice, as well as information about the structure of public and private organizations that influence mental health care;
870		
871		
872		
873		
874		
875		
876	IV.A.5.f).(9)	<del>advocate for quality patient care and assisting patients in dealing with system complexities</del> <u>and disparities in mental health care resources,</u> including disparity in mental health care; <u>and,</u> <sup>(Outcome)</sup>
877		
878		
879		
880		
881	IV.A.5.f).(10)	<del>work with health care managers and health care providers to assess, coordinate, and improve health care, particularly as it relates to access to mental health care;</del> <sup>(Outcome)</sup>
882		
883		
884		
885	IV.A.5.f).(11)	<del>know how to advocate for the promotion of mental health and the prevention of</del> <u>mental disorders</u> <del>disease;</del> <sup>(Outcome)</sup>
886		
887		
888	IV.A.5.f).(12)	<del>maintain a mechanism to ensure that charts are appropriately maintained and readily accessible for patient care and regular review for supervisory and educational purposes;</del> <sup>(Outcome)</sup>
889		
890		
891		
892		
893	IV.A.5.f).(13)	<del>collaborate with psychologists, psychiatric nurses, social workers, and other professional and paraprofessional mental health personnel in the treatment of patients; and,</del> <sup>(Outcome)</sup>
894		
895		
896		
897		
898	IV.A.6.	Curriculum Organization and Resident Experiences
899		
900	IV.A.6.a)	<del>Residency education in psychiatry requires 48 months, of which 12 months may be completed in an ACGME-accredited child and adolescent psychiatry program. Although residency is best completed on a full-time basis; part-time training at no less than half time is permissible to accommodate residents with personal commitments (e.g., child care) and the stated full-time equivalent experience is met.</del> <sup>(Core)</sup>
901		
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904		
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907		
908	IV.A.6.a).(1)	<del>A program may petition the residency review committee to alter the length of education beyond these minimum requirements by presenting a clear educational rationale consistent with the program requirements. The program</del>
909		
910		
911		

912 director must obtain the approval of the sponsoring  
913 institution and the Review Committee prior to  
914 implementation and at each subsequent review of the  
915 program. <sup>(Detail)</sup>  
916

917 ~~IV.A.6.a).(2)~~ ~~Programs should meet all of the Program Requirements for~~  
918 ~~Graduate Medical Education in Psychiatry. Under rare and~~  
919 ~~unusual circumstances, one or two-year programs may be~~  
920 ~~approved, even though they do not meet the above~~  
921 ~~requirements for psychiatry. Such one or two-year~~  
922 ~~programs will be approved only if they provide some highly~~  
923 ~~specialized educational and/or research program. These~~  
924 ~~programs may provide an alternative specialized year or~~  
925 ~~two of training, but do not provide complete residency~~  
926 ~~education in psychiatry. The traditional program time and~~  
927 ~~the specialized program must ensure that residents will~~  
928 ~~complete the didactic and clinical requirements outlined in~~  
929 ~~the program requirements.~~ <sup>(Detail)</sup>  
930

931 IV.A.6.b) Required Clinical e~~Experiences for residents must include:~~

932

933 IV.A.6.b).(1) ~~will have~~ Residents must have major responsibility for the  
934 care of a significant sufficient number of patients to  
935 demonstrate competence with acute and chronic  
936 psychiatric illnesses; <sup>(Core)</sup>  
937

938 IV.A.6.b).(2) There must be patient care assignments that permit  
939 residents to practice appropriate treatment, and to have  
940 sufficient time for other aspects of their educational  
941 program.  
942

943 IV.A.6.b).(2).(a) These clinical responsibilities must be coordinated  
944 with and not impinge on the non-patient care  
945 aspects of the educational program. <sup>(Core)</sup>  
946

947 IV.A.6.b).(3) There must be structured clinical experiences that are  
948 organized to provide opportunities to conduct initial  
949 evaluations, to participate in the subsequent diagnostic  
950 process, and to follow patients during the treatment phase  
951 and/or evolution of their psychiatric disorders/conditions;  
952 <sup>(Core)</sup>  
953

954 IV.A.6.b).(4) ~~First Year of Education A~~ The first year in psychiatry  
955 should must include:  
956

957 IV.A.6.b).(4).(a) a minimum of four months in ~~a primary care clinical~~  
958 ~~setting~~ that provides comprehensive and  
959 continuous patient care in a primary care specialty  
960 settingspecialties such as internal medicine, family  
961 medicine, and/or pediatrics. Neurology rotations  
962 may not be used to fulfill this four-month

963 requirement. ~~One month of this requirement may~~  
964 ~~be fulfilled by either an emergency medicine or~~  
965 ~~intensive care rotation, provided the experience is~~  
966 ~~predominantly with medical evaluation and~~  
967 ~~treatment and not surgical procedures; and,~~ (Core)  
968  
969 IV.A.6.b).(4).(b) no more than eight months FTE in psychiatry. (Core)  
970  
971 IV.A.6.b).(5) Resident experience in neurology must include two months  
972 FTE months of supervised clinical experience in the  
973 diagnosis and treatment of patients with neurological  
974 disorders/conditions; (Core)  
975  
976 IV.A.6.b).(5).(a) At least one month of this experience should occur  
977 in the first or second year of the program. (CoreDetail)  
978  
979 IV.A.6.b).(6) Resident experience in inpatient psychiatry must include at  
980 least six months, but no more than 16 months FTE, of  
981 inpatient psychiatry. ~~of which there~~  
982  
983 IV.A.6.b).(6).(a) This must be include a minimum of six months of  
984 significant responsibility for the assessment,  
985 diagnosis, and treatment of general psychiatric  
986 patients who are admitted to traditional psychiatry  
987 units, ~~day hospital programs, research units,~~  
988 ~~residential treatment programs, and other settings~~  
989 ~~where;~~ (Core)  
990  
991 IV.A.6.b).(6).(b) Resident experience in outpatient psychiatry must  
992 include 12 months FTE of organized, continuous,  
993 and supervised clinical experience ~~in the~~  
994 ~~assessment, diagnosis, and treatment of~~  
995 ~~outpatients with a wide variety of disorders and~~  
996 ~~treatment modalities, with experience in both brief~~  
997 ~~and long-term care of patients.~~ (Core)  
998  
999 IV.A.6.b).(6).(c) Each resident must have significant experience  
1000 treating outpatients longitudinally for at least one  
1001 year. ~~This longitudinal experience should to~~  
1002 include: (Core)  
1003  
1004 IV.A.6.b).(6).(c).(i) initial evaluation and treatment of ongoing  
1005 individual psychotherapy patients, some of  
1006 whom should be seen weekly ~~under~~  
1007 supervision; (DetailCore)  
1008  
1009 IV.A.6.b).(6).(c).(ii) ~~exposure to~~ participation in multiple  
1010 treatment modalities that emphasize  
1011 developmental, biological, psychological  
1012 and social approaches to outpatient  
1013 treatment; (DetailCore)

1014		
1015	IV.A.6.b).(6).(c).(iii)	<del>opportunities to apply</del> <u>application of</u>
1016		psychosocial rehabilitation techniques, <del>and</del>
1017		<del>to evaluate</del> <u>for the evaluation and treatment</u>
1018		<u>of differing disorders in a chronically-ill</u>
1019		patient population; and, <sup>(DetailCore)</sup>
1020		
1021	IV.A.6.b).(6).(c).(iv)	no more than 20 percent of children and
1022		adolescent patients. <del>This portion of</del>
1023		<del>education may be used to fulfill the two-</del>
1024		<del>month Child and Adolescent Psychiatry</del>
1025		<del>requirements, so long as this component</del>
1026		<del>meets the requirement for child and</del>
1027		<del>adolescent psychiatry as set forth in in</del>
1028		<del>(8)(a) and (8)(b) below.</del> <sup>(DetailCore)</sup>
1029		
1030	IV.A.6.b).(7)	<u>Resident experience in</u> child and adolescent psychiatry:
1031		<u>must include</u> two months FTE of organized clinical
1032		experience. <del>in which the residents are:</del> <sup>(Core)</sup>
1033		
1034	IV.A.6.b).(7).(a)	<u>Supervising faculty members must have current</u>
1035		ABPN certification in <del>by</del> child and adolescent
1036		psychiatrists. <del>who are certified by the ABPN or</del>
1037		<del>who are judged by the Review Committee to have</del>
1038		equivalent qualifications; and, <sup>(Core)</sup>
1039		
1040	IV.A.6.b).(7).(b)	<del>provided opportunities</del> <u>Residents must participate</u>
1041		<u>in to assessing, development and to evaluating,</u>
1042		<u>and treating</u> a variety of diagnoses in male and
1043		female children and adolescents and their families,
1044		using a variety of interventional modalities. <sup>(Core)</sup>
1045		
1046	IV.A.6.b).(8)	<u>Resident experience in</u> geriatric psychiatry <u>must include</u>
1047		one month FTE of organized experience focused on <del>the</del>
1048		<del>specific competencies in areas that are unique to the care</del>
1049		of the elderly. <sup>(Core)</sup>
1050		
1051	IV.A.6.b).(8).(a)	<u>These</u> <u>Each resident's geriatric psychiatry</u>
1052		<u>experience must include the:</u>
1053		
1054	IV.A.6.b).(8).(a).(i)	diagnosis and management of mental
1055		disorders in <u>geriatric patients with multiple</u>
1056		<del>comorbid</del> <u>coexistent</u> medical disorders; <sup>(Core)</sup>
1057		
1058	IV.A.6.b).(8).(a).(ii)	<del>familiarity with the differential</del> diagnosis and
1059		management (including management of the
1060		cognitive component) of <del>the</del> degenerative
1061		disorders; <sup>(Core)</sup>
1062		
1063	IV.A.6.b).(8).(a).(iii)	<del>an understanding of</del> <u>basic</u>
1064		<u>neuropsychological testing as it relates to of</u>

1065		cognitive functioning in the elderly; <u>and, the</u>
1066		<u>(Core)</u>
1067		
1068	IV.A.6.b).(8).(a).(iv)	<del>unique pharmacokinetic and</del>
1069		<del>pharmacodynamic considerations</del>
1070		<del>encountered in the elderly, including; and,</del>
1071		<del>management of drug interactions.</del> <u>(Core)</u>
1072		
1073	IV.A.6.b).(9)	<u>Resident experience in</u> addiction psychiatry <u>must include</u>
1074		one month FTE <u>of</u> organized experience focused on the
1075		evaluation and clinical management of patients with
1076		substance abuse/dependence problems, including dual
1077		diagnosis. <u>(Core)</u>
1078		
1079	IV.A.6.b).(9).(a)	<u>Residents must have experiences with</u> treatment
1080		modalities <u>that</u> <del>should</del> include:
1081		
1082	IV.A.6.b).(9).(a).(i)	detoxification, <del>management of</del> overdose
1083		<u>management, and</u> maintenance
1084		pharmacotherapy; <u>(Core)</u>
1085		
1086	IV.A.6.b).(9).(a).(ii)	<del>the use of</del> <u>therapeutic techniques that</u>
1087		<u>address the</u> psychological and social
1088		consequences of addiction in confronting
1089		and intervening in chronic addiction
1090		rehabilitation used in recovery stages from
1091		pre-contemplation to maintenance; and, <u>(Core)</u>
1092		
1093	IV.A.6.b).(9).(a).(iii)	<del>the use of</del> self-help groups. <u>(Core)</u>
1094		
1095	IV.A.6.b).(10)	<u>Resident experience in</u> consultation/ -liaison <u>must include</u>
1096		two months FTE in which residents consult under
1097		supervision on other medical and surgical services. <u>(Core)</u>
1098		
1099	IV.A.6.b).(11)	<u>Resident experience in</u> forensic psychiatry: <del>This</del> <u>must</u>
1100		<u>include</u> <del>experiences</del> <del>must expose residents to the</del>
1101		<del>evaluating of forensic issues such as</del> with patients who
1102		have significant forensic issues, <u>such as</u> those facing
1103		criminal charges; <u>establishing</u> competency to stand trial,
1104		criminal responsibility, <u>and</u> commitment; <u>and an</u>
1105		<u>assessment of their patients'</u> potential to harm
1106		themselves or others. <u>(Core)</u>
1107		
1108	IV.A.6.b).(11).(a)	This experience should include writing a forensic
1109		report. <u>(Detail)</u>
1110		
1111	IV.A.6.b).(11).(b)	<del>Where feasible, Experience should include giving</del>
1112		testimony in court. <del>is highly desirable;</del> <u>(Detail)</u>
1113		
1114	IV.A.6.b).(12)	<u>Resident experience in</u> emergency psychiatry <del>This</del>
1115		<u>experience</u> must be conducted in an organized, <u>supervised</u>

1116		<del>24-hour psychiatric emergency service, a portion of which</del>
1117		<del>may occur in ambulatory urgent care settings, but <u>and</u></del>
1118		<del><u>must not be counted</u> as part of the 12-month outpatient</del>
1119		<del>requirement.</del> <sup>(Core)</sup>
1120		
1121	IV.A.6.b).(12).(a)	<del>Residents <u>must be provided</u> experiences <u>must in</u></del>
1122		<del>evaluation, <u>include</u> crisis evaluation and</del>
1123		<del>management, and triage of psychiatric patients.;</del>
1124		<sup>(Core)</sup>
1125		
1126	IV.A.6.b).(12).(b)	<del>On-call experiences <u>may be a part of this</u></del>
1127		<del><u>experience, but alone must not fulfill this</u></del>
1128		<del><u>requirement no more than 50 percent.</u></del> <sup>(Detail)</sup>
1129		
1130	IV.A.6.b).(13)	<del><u>Resident experience in</u> community psychiatry. <u>This</u></del>
1131		<del><u>experience must provide</u> <u>expose</u> residents <u>to with a cohort</u></del>
1132		<del><u>of persistently and chronically-ill patients in the public</u></del>
1133		<del><u>sector, (e.g. such as in, community mental health centers,</u></del>
1134		<del><u>public hospitals and agencies, and other community-based</u></del>
1135		<del><u>settings).</u></del> <sup>(Core)</sup>
1136		
1137	IV.A.6.b).(13).(a)	<del>The program should provide residents the</del>
1138		<del>opportunity to consult with, <u>This experience must</u></del>
1139		<del><u>include learning</u> about, and <u>using</u> community</del>
1140		<del>resources and services in planning patient care, as</del>
1141		<del>well as <u>to consulting</u> and <u>working</u> collaboratively</del>
1142		<del>with case managers, crisis teams, and other mental</del>
1143		<del>health professionals.</del> <sup>(Core)</sup>
1144		
1145	IV.A.6.b).(14)	<del>Addiction, Community, Forensic, and Geriatric psychiatry</del>
1146		<del>requirements can be met as part of the inpatient</del>
1147		<del>requirements above the minimum six months, and/or as</del>
1148		<del>part of the outpatient requirement</del> <sup>(Core)</sup>
1149		
1150	IV.A.6.b).(15)	<del>Residents must receive a minimum of two hours of direct</del>
1151		<del>supervision per week, at least one of which is individual.</del>
1152		<sup>(Core)</sup>
1153		
1154	IV.A.6.b).(16)	<del>Electives should enrich the educational experience of</del>
1155		<del>residents in conformity to their needs, interest, and/or</del>
1156		<del>future professional plans. Electives must have written</del>
1157		<del>goals and objectives, and must be well constructed, <u>and</u></del>
1158		<del><u>supervised</u> <u>purposeful</u>, and lead to effective learning</del>
1159		<del>experiences.</del> <sup>(DetailCore)</sup>
1160		
1161	IV.A.6.b).(16).(a)	<del>The choice of electives must be made with the</del>
1162		<del>advice and approval of the program director and</del>
1163		<del>the appropriate preceptor.</del> <sup>(DetailCore)</sup>
1164		
1165	IV.A.6.b).(16).(b)	<del>All such electives must demonstrate compliance</del>
1166		<del>with the requirements in general psychiatry, and be</del>



1167 submitted to the committee prior to implementation  
1168 for review and approval. Submissions must also  
1169 outline the educational curriculum necessary to  
1170 meet the requirements of general psychiatry and  
1171 how elective education will be structured to prepare  
1172 the resident for subspecialty education. Prior to  
1173 entry into the program, residents must be informed  
1174 in writing that all general psychiatry requirements  
1175 must be met prior to graduation. <sup>(Detail)</sup>  
1176

1177 ~~IV.A.6.b).(16).(c)~~ The Review Committee encourages programs to  
1178 identify residents who may be interested in  
1179 academic psychiatry by introducing subspecialty  
1180 education and research electives early in the  
1181 residency program. This will provide an opportunity  
1182 for education in general psychiatry, and exposure  
1183 to a psychiatry fellowship (e.g., geriatric psychiatry)  
1184 through electives. <sup>(Detail)</sup>  
1185

1186 IV.A.6.c) Residents at all levels must be provided at least two hours of  
1187 individual faculty preceptorship supervision per weekly, one hour  
1188 of which must be individual. <sup>(Core)</sup>  
1189

1190 IV.A.6.d) Experience must be provided for residents in participating in  
1191 psychiatric administration, especially leadership of interdisciplinary  
1192 teams, including supervised experience in utilization review,  
1193 quality assurance, and performance improvement. <sup>(Core)</sup>  
1194

1195 IV.A.6.e) For residents who ~~plan to~~ enter subspecialty education in child  
1196 and adolescent psychiatry prior to completing general psychiatry  
1197 requirements, certain clinical experiences with children,  
1198 adolescents, and families taken during the period when the  
1199 resident is designated as a child and adolescent psychiatry  
1200 resident may be counted toward general psychiatry requirements  
1201 as well as child and adolescent requirements, thereby fulfilling  
1202 program requirements in both general and child and adolescent  
1203 psychiatry. The following guidelines must be met for these  
1204 experiences: <sup>(Core)</sup>  
1205

1206 IV.A.6.e).(1) experience is limited to child and adolescent psychiatry  
1207 patients; <sup>(Core)</sup>  
1208

1209 IV.A.6.e).(2) no more than 12 months may be double-counted; <sup>(Core)</sup>  
1210

1211 IV.A.6.e).(3) there ~~should~~ must be documentation from the child and  
1212 adolescent psychiatry program director for all areas for  
1213 which credit is given in both programs; <sup>(Core)</sup>  
1214

1215 IV.A.6.e).(4) there will be no reduction in total length of time devoted to  
1216 education in child and adolescent psychiatry; and, <sup>(Core)</sup>  
1217

- 1218 IV.A.6.e).(5) only the following experiences can be used to meet  
 1219 requirements in both general and child and adolescent  
 1220 psychiatry:  
 1221  
 1222 IV.A.6.e).(5).(a) one month FTE of child neurology; <sup>(Core)</sup>  
 1223  
 1224 IV.A.6.e).(5).(b) one month FTE of pediatric consultation; <sup>(Core)</sup>  
 1225  
 1226 IV.A.6.e).(5).(c) one month FTE of addiction psychiatry; <sup>(Core)</sup>  
 1227  
 1228 IV.A.6.e).(5).(d) forensic psychiatry experience; <sup>(Core)</sup>  
 1229  
 1230 IV.A.6.e).(5).(e) community psychiatry experience; and, <sup>(Core)</sup>  
 1231  
 1232 IV.A.6.e).(5).(f) no more than 20 percent of the resident's  
 1233 psychiatry\_outpatient experience. <sup>(Core)</sup>  
 1234

1235 **IV.B. Residents' Scholarly Activities**

1236  
 1237 **IV.B.1. The curriculum must advance residents' knowledge of the basic**  
 1238 **principles of research, including how research is conducted,**  
 1239 **evaluated, explained to patients, and applied to patient care.** <sup>(Core)</sup>  
 1240

1241 **IV.B.2. Residents should participate in scholarly activity.** <sup>(Core)</sup>  
 1242

1243 IV.B.2.a) ~~Residents must have instruction in research methods in the~~  
 1244 ~~clinical, biological, and behavioral sciences related to psychiatry,~~  
 1245 ~~including techniques to appraise the professional and scientific~~  
 1246 ~~literature and to apply evidence based findings to patient care.~~  
 1247 <sup>(Core)</sup>

1248  
 1249 IV.B.2.b) The program must provide residents with research opportunities  
 1250 and the opportunity for development of research skills for  
 1251 residents interested in conducting research in psychiatry or related  
 1252 fields.  
 1253

1254 IV.B.2.c) The program must provide interested residents access to and the  
 1255 opportunity to participate actively in ongoing research under a  
 1256 mentor. ~~If unavailable in the local program, efforts to establish~~  
 1257 ~~such mentoring programs are encouraged.~~ <sup>(DetailCore)</sup>  
 1258

1259 IV.B.2.d) All residents must be educated in research literacy. Research  
 1260 literacy is the ability to critically appraise and understand the  
 1261 relevant research literature and to apply research findings  
 1262 appropriately to clinical practice the concepts and process of  
 1263 evidence-based clinical practice including skills development in  
 1264 question formulation, information searching, critical appraisal, and  
 1265 medical decision-making. (Core), thus providing the structure for  
 1266 teaching research literacy to psychiatry residents. The program  
 1267 must promote an atmosphere of scholarly inquiry, including the  
 1268 access to ongoing research activity in psychiatry Residents must

1269		be taught the design and interpretation of data. <sup>(Core)</sup>
1270		
1271	<b>IV.B.3.</b>	<b>The sponsoring institution and program should allocate adequate</b>
1272		<b>educational resources to facilitate resident involvement in scholarly</b>
1273		<b>activities.</b> <sup>(Detail)</sup>
1274		
1275	<b>V.</b>	<b>Evaluation</b>
1276		
1277	<b>V.A.</b>	<b>Resident Evaluation</b>
1278		
1279	<b>V.A.1.</b>	<b>The program director must appoint the Clinical Competency</b>
1280		<b>Committee.</b> <sup>(Core)</sup>
1281		
1282	<b>V.A.1.a)</b>	<b>At a minimum the Clinical Competency Committee must be</b>
1283		<b>composed of three members of the program faculty.</b> <sup>(Core)</sup>
1284		
1285	<b>V.A.1.a).(1)</b>	<b>Others eligible for appointment to the committee</b>
1286		<b>include faculty from other programs and non-</b>
1287		<b>physician members of the health care team.</b> <sup>(Detail)</sup>
1288		
1289	<b>V.A.1.b)</b>	<b>There must be a written description of the responsibilities of</b>
1290		<b>the Clinical Competency Committee.</b> <sup>(Core)</sup>
1291		
1292	<b>V.A.1.b).(1)</b>	<b>The Clinical Competency Committee should:</b>
1293		
1294	<b>V.A.1.b).(1).(a)</b>	<b>review all resident evaluations semi-annually;</b>
1295		<sup>(Core)</sup>
1296		
1297	<b>V.A.1.b).(1).(b)</b>	<b>prepare and assure the reporting of Milestones</b>
1298		<b>evaluations of each resident semi-annually to</b>
1299		<b>ACGME; and,</b> <sup>(Core)</sup>
1300		
1301	<b>V.A.1.b).(1).(c)</b>	<b>advise the program director regarding resident</b>
1302		<b>progress, including promotion, remediation,</b>
1303		<b>and dismissal.</b> <sup>(Detail)</sup>
1304		
1305	<b>V.A.2.</b>	<b>Formative Evaluation</b>
1306		
1307	<b>V.A.2.a)</b>	<b>The faculty must evaluate resident performance in a timely</b>
1308		<b>manner during each rotation or similar educational</b>
1309		<b>assignment, and document this evaluation at completion of</b>
1310		<b>the assignment.</b> <sup>(Core)</sup>
1311		
1312	<b>V.A.2.b)</b>	<b>The program must:</b>
1313		
1314	<b>V.A.2.b).(1)</b>	<b>provide objective assessments of competence in</b>
1315		<b>patient care and procedural skills, medical knowledge,</b>
1316		<b>practice-based learning and improvement,</b>
1317		<b>interpersonal and communication skills,</b>
1318		<b>professionalism, and systems-based practice based</b>
1319		<b>on the specialty-specific Milestones;</b> <sup>(Core)</sup>

1320		
1321	<b>V.A.2.b).(2)</b>	<b>use multiple evaluators (e.g., faculty, peers, patients, self, and other professional staff);</b> <sup>(Detail)</sup>
1322		
1323		
1324	<b>V.A.2.b).(3)</b>	<b>document progressive resident performance</b>
1325		<b>improvement appropriate to educational level; and,</b>
1326		<sup>(Core)</sup>
1327		
1328	<b>V.A.2.b).(4)</b>	<b>provide each resident with documented semiannual</b>
1329		<b>evaluation of performance with feedback.</b> <sup>(Core)</sup>
1330		
1331	<b>V.A.2.c)</b>	<b>The evaluations of resident performance must be accessible</b>
1332		<b>for review by the resident, in accordance with institutional</b>
1333		<b>policy.</b> <sup>(Detail)</sup>
1334		
1335	V.A.2.d)	<del>Regular evaluations of the knowledge, skills, and professional</del>
1336		<del>growth of each resident, using appropriate criteria and</del>
1337		<del>procedures, must be maintained, including complete records of</del>
1338		<del>evaluations containing explicit statements on the resident's</del>
1339		<del>progress toward meeting educational objectives and his or her</del>
1340		<del>major strengths and weaknesses.</del> <sup>(Detail)</sup>
1341		
1342	V.A.2.e)	The program must <u>conduct an annual formal evaluation of the</u>
1343		<u>core medical knowledge</u> <del>formally examine the cognitive</del>
1344		<del>knowledge of each resident at least annually in the second, third,</del>
1345		<del>and fourth years, and conduct an examination across biological,</del>
1346		<del>psychological, and social spheres that are defined in the</del>
1347		<del>program's written goals and objectives.</del> <sup>(DetailCore)</sup>
1348		
1349	V.A.2.f)	The program must formally conduct a clinical skills examination <u>for</u>
1350		<u>each resident.</u> <sup>(Core)</sup>
1351		
1352	V.A.2.f).(1)	<u>This examination should include</u> <del>ing</del> an annual evaluation
1353		of the <u>resident's following skills.</u> <sup>(Core)</sup>
1354		
1355	V.A.2.f).(1).(a)	ability to interview patients and families; <sup>(Detail)</sup>
1356		
1357	V.A.2.f).(1).(b)	ability to establish an appropriate doctor/patient
1358		relationship; <sup>(Detail)</sup>
1359		
1360	V.A.2.f).(1).(c)	ability to elicit an appropriate present and past
1361		psychiatric, medical, social, and developmental
1362		history; <sup>(Detail)</sup>
1363		
1364	V.A.2.f).(1).(d)	ability to assess mental status; <sup>(Detail)</sup>
1365		
1366	V.A.2.f).(1).(e)	ability to provide a relevant formulation, differential
1367		diagnosis and provisional treatment plan; and, <sup>(Detail)</sup>
1368		
1369	V.A.2.f).(1).(f)	ability to make an organized presentation of the
1370		pertinent history, including the mental status

1371		examination. <sup>(Detail)</sup>
1372		
1373	V.A.2.g)	<del>Performance on all evaluations must be documented and</del>
1374		<del>quantified, whenever possible, and provided to the resident. When</del>
1375		<del>necessary, remediation opportunities must be provided. Residents</del>
1376		<del>must not advance to the next year of education, or graduate from</del>
1377		<del>the program, unless the competence for their level of education in</del>
1378		<del>each area is documented.</del> <sup>(Detail)</sup>
1379		
1380	V.A.2.h)	<u>The program must</u> monitor clinical records on major rotations to
1381		assess resident competences to: <sup>(OutcomeCore)</sup>
1382		
1383	V.A.2.h).(1)	document an adequate history and perform mental status,
1384		physical, and neurological examinations; <sup>(OutcomeCore)</sup>
1385		
1386	V.A.2.h).(2)	organize a comprehensive differential diagnosis and
1387		discussion of relevant psychological and sociocultural
1388		issues; <sup>(OutcomeCore)</sup>
1389		
1390	V.A.2.h).(3)	proceed with appropriate laboratory and other diagnostic
1391		procedures; <sup>(OutcomeCore)</sup>
1392		
1393	V.A.2.h).(4)	develop and implement an appropriate treatment plan
1394		followed by regular and relevant progress notes regarding
1395		both therapy and medication management; and, <sup>(OutcomeCore)</sup>
1396		
1397	V.A.2.h).(5)	prepare an adequate discharge summary and plan.
1398		<sup>(OutcomeCore)</sup>
1399		
1400	V.A.2.i)	Residents' teaching abilities <del>should</del> <u>must</u> be documented by
1401		evaluations from faculty members and/or learners. <sup>(DetailCore)</sup>
1402		
1403	V.A.2.j)	The record of evaluation must demonstrate that each resident has
1404		met the educational requirements of the program with regard to
1405		variety of patients, diagnoses, and treatment modalities. In the
1406		case of transferring residents, the records <del>should</del> <u>must</u> include the
1407		experiences in the prior and current program. <sup>(Core)</sup>
1408		
1409	V.A.2.j).(1)	<del>The record must be reviewed periodically with the program</del>
1410		<del>director or a designee, and must be made available to the</del>
1411		<del>surveyor of the program. The record may be maintained in</del>
1412		<del>a number of ways and is not limited to a paper-driven</del>
1413		<del>patient log.</del> <sup>(Detail)</sup>
1414		
1415	<b>V.A.3.</b>	<b>Summative Evaluation</b>
1416		
1417	<b>V.A.3.a)</b>	<b>The specialty-specific Milestones must be used as one of the</b>
1418		<b>tools to ensure residents are able to practice core</b>
1419		<b>professional activities without supervision upon completion</b>
1420		<b>of the program.</b> <sup>(Core)</sup>
1421		

- 1422 **V.A.3.b)** **The program director must provide a summative evaluation**  
 1423 **for each resident upon completion of the program.** <sup>(Core)</sup>  
 1424  
 1425 **This evaluation must:**  
 1426  
 1427 **V.A.3.b).(1)** **become part of the resident’s permanent record**  
 1428 **maintained by the institution, and must be accessible**  
 1429 **for review by the resident in accordance with**  
 1430 **institutional policy;** <sup>(Detail)</sup>  
 1431  
 1432 **V.A.3.b).(2)** **document the resident’s performance during the final**  
 1433 **period of education;** <sup>(Detail)</sup>  
 1434  
 1435 **V.A.3.b).(3)** **verify that the resident has demonstrated sufficient**  
 1436 **competence to enter practice without direct**  
 1437 **supervision; and,** <sup>(Detail)</sup>  
 1438  
 1439 **V.A.3.b).(4)** **include a summary of any documented evidence of**  
 1440 **unethical behavior, unprofessional behavior, or clinical**  
 1441 **incompetence or a statement that none such has occurred.**  
 1442 (Core)  
 1443  
 1444 **V.A.3.b).(4).(a)** **Where there is such evidence, it must be**  
 1445 **comprehensively recorded, along with the**  
 1446 **resident’s response(s) to such evidence.** <sup>(DetailCore)</sup>  
 1447  
 1448 **V.A.3.c)** **In at least three evaluations with any patient type, in any clinical**  
 1449 **setting, and at any time during the program, residents must**  
 1450 **demonstrate satisfactory competence in: establishing an**  
 1451 **appropriate doctor/patient relationship, psychiatric interviewing,**  
 1452 **performing the mental status examination and in case**  
 1453 **presentation.** <sup>(Outcome)</sup>  
 1454  
 1455 **V.A.3.c).(1)** **Each of the three required evaluations must be conducted**  
 1456 **by an ABPN-certified psychiatrist, and at least two of the**  
 1457 **evaluations must be conducted by different ABPN-certified**  
 1458 **psychiatrists.** <sup>(DetailCore)</sup>  
 1459  
 1460 **V.A.3.c).(2)** **Satisfactory demonstration of the competencies during the**  
 1461 **three required evaluations ~~is required~~ must be documented**  
 1462 **prior to completing the program.** <sup>(DetailCore)</sup>  
 1463  
 1464 **V.B. Faculty Evaluation**  
 1465  
 1466 **V.B.1. At least annually, the program must evaluate faculty performance as**  
 1467 **it relates to the educational program.** <sup>(Core)</sup>  
 1468  
 1469 **V.B.2. These evaluations should include a review of the faculty’s clinical**  
 1470 **teaching abilities, commitment to the educational program, clinical**  
 1471 **knowledge, professionalism, and scholarly activities.** <sup>(Detail)</sup>  
 1472

- 1473 **V.B.3.** This evaluation must include at least annual written confidential  
 1474 evaluations by the residents. <sup>(Detail)</sup>  
 1475
- 1476 **V.C.** Program Evaluation and Improvement  
 1477
- 1478 **V.C.1.** The program director must appoint the Program Evaluation  
 1479 Committee (PEC). <sup>(Core)</sup>  
 1480
- 1481 **V.C.1.a)** The Program Evaluation Committee:  
 1482
- 1483 **V.C.1.a).(1)** must be composed of at least two program faculty  
 1484 members and should include at least one resident;  
 1485 <sup>(Core)</sup>  
 1486
- 1487 **V.C.1.a).(2)** must have a written description of its responsibilities;  
 1488 and, <sup>(Core)</sup>  
 1489
- 1490 **V.C.1.a).(3)** should participate actively in:  
 1491
- 1492 **V.C.1.a).(3).(a)** planning, developing, implementing, and  
 1493 evaluating educational activities of the  
 1494 program; <sup>(Detail)</sup>  
 1495
- 1496 **V.C.1.a).(3).(b)** reviewing and making recommendations for  
 1497 revision of competency-based curriculum goals  
 1498 and objectives; <sup>(Detail)</sup>  
 1499
- 1500 **V.C.1.a).(3).(c)** addressing areas of non-compliance with  
 1501 ACGME standards; and, <sup>(Detail)</sup>  
 1502
- 1503 **V.C.1.a).(3).(d)** reviewing the program annually using  
 1504 evaluations of faculty, residents, and others, as  
 1505 specified below. <sup>(Detail)</sup>  
 1506
- 1507 **V.C.2.** The program, through the PEC, must document formal, systematic  
 1508 evaluation of the curriculum at least annually, and is responsible for  
 1509 rendering a written and Annual Program Evaluation (APE). <sup>(Core)</sup>  
 1510
- 1511 The program must monitor and track each of the following areas:  
 1512
- 1513 **V.C.2.a)** resident performance; <sup>(Core)</sup>  
 1514
- 1515 **V.C.2.b)** faculty development; <sup>(Core)</sup>  
 1516
- 1517 **V.C.2.c)** graduate performance, including performance of program  
 1518 graduates on the certification examination; <sup>(Core)</sup>  
 1519
- 1520 **V.C.2.c).(1)** At least 80 percent of a program's graduates completing  
 1521 the program in the preceding five years must have taken  
 1522 the certifying examination. <sup>(Outcome)</sup>  
 1523

- 1524 V.C.2.c).(2) ~~At least 80 percent of a program's graduates from the~~  
1525 ~~preceding five years who take In its evaluation of residency~~  
1526 ~~programs, the Review Committee will take into~~  
1527 ~~consideration the information provided by the~~  
1528 ~~ABPN American Board of Psychiatry and Neurology~~  
1529 ~~regarding resident performance on the certifying~~  
1530 ~~examinations in general psychiatry for the first time must~~  
1531 ~~pass during the most recent five years. The expectation is~~  
1532 ~~that the rate of those passing the examination on their first~~  
1533 ~~attempt is 50% and that 70% of those who complete the~~  
1534 ~~program will take the certifying examination.~~ <sup>(Outcome)</sup>  
1535  
1536 V.C.2.d) **program quality; and,** <sup>(Core)</sup>  
1537  
1538 V.C.2.d).(1) **Residents and faculty must have the opportunity to**  
1539 **evaluate the program confidentially and in writing at**  
1540 **least annually, and** <sup>(Detail)</sup>  
1541  
1542 V.C.2.d).(2) **The program must use the results of residents' and**  
1543 **faculty members' assessments of the program**  
1544 **together with other program evaluation results to**  
1545 **improve the program.** <sup>(Detail)</sup>  
1546  
1547 V.C.2.e) **progress on the previous year's action plan(s).** <sup>(Core)</sup>  
1548  
1549 V.C.3. **The PEC must prepare a written plan of action to document**  
1550 **initiatives to improve performance in one or more of the areas listed**  
1551 **in section V.C.2., as well as delineate how they will be measured and**  
1552 **monitored.** <sup>(Core)</sup>  
1553  
1554 V.C.3.a) **The action plan should be reviewed and approved by the**  
1555 **teaching faculty and documented in meeting minutes.** <sup>(Detail)</sup>  
1556  
1557 ~~V.C.4. Education Policy Committee~~  
1558  
1559 ~~The program director of the residency program should have an~~  
1560 ~~Educational Policy Committee composed of members of the psychiatry~~  
1561 ~~program teaching staff. This committee should include representation~~  
1562 ~~from the residents as well as a member of the teaching staff from each~~  
1563 ~~ACGME-approved subspecialty fellowship programs that is affiliated with~~  
1564 ~~the psychiatry residency. There should be a written description of the~~  
1565 ~~committee, including its responsibility to the sponsoring department or~~  
1566 ~~institution and to the program director. This committee should participate~~  
1567 ~~actively in:~~ <sup>(Detail)</sup>  
1568  
1569 V.C.4.a) ~~planning, developing, implementing, and evaluating all significant~~  
1570 ~~features of the residency program, including the selection of~~  
1571 ~~residents (unless there is a separate residency selection~~  
1572 ~~committee);~~ <sup>(Detail)</sup>  
1573  
1574 V.C.4.b) ~~determining curriculum goals and objectives; and,~~ <sup>(Detail)</sup>



- 1575  
 1576 V.C.4.c) ~~evaluating both the teaching staff members and the residents.~~  
 1577 (Detail)  
 1578  
 1579 **VI. Resident Duty Hours in the Learning and Working Environment**  
 1580  
 1581 **VI.A. Professionalism, Personal Responsibility, and Patient Safety**  
 1582  
 1583 **VI.A.1. Programs and sponsoring institutions must educate residents and**  
 1584 **faculty members concerning the professional responsibilities of**  
 1585 **physicians to appear for duty appropriately rested and fit to provide**  
 1586 **the services required by their patients. (Core)**  
 1587  
 1588 **VI.A.2. The program must be committed to and responsible for promoting**  
 1589 **patient safety and resident well-being in a supportive educational**  
 1590 **environment. (Core)**  
 1591  
 1592 **VI.A.3. The program director must ensure that residents are integrated and**  
 1593 **actively participate in interdisciplinary clinical quality improvement**  
 1594 **and patient safety programs. (Core)**  
 1595  
 1596 **VI.A.4. The learning objectives of the program must:**  
 1597  
 1598 **VI.A.4.a) be accomplished through an appropriate blend of supervised**  
 1599 **patient care responsibilities, clinical teaching, and didactic**  
 1600 **educational events; and, (Core)**  
 1601  
 1602 **VI.A.4.b) not be compromised by excessive reliance on residents to**  
 1603 **fulfill non-physician service obligations. (Core)**  
 1604  
 1605 **VI.A.5. The program director and institution must ensure a culture of**  
 1606 **professionalism that supports patient safety and personal**  
 1607 **responsibility. (Core)**  
 1608  
 1609 **VI.A.6. Residents and faculty members must demonstrate an understanding**  
 1610 **and acceptance of their personal role in the following:**  
 1611  
 1612 **VI.A.6.a) assurance of the safety and welfare of patients entrusted to**  
 1613 **their care; (Outcome)**  
 1614  
 1615 **VI.A.6.b) provision of patient- and family-centered care; (Outcome)**  
 1616  
 1617 **VI.A.6.c) assurance of their fitness for duty; (Outcome)**  
 1618  
 1619 **VI.A.6.d) management of their time before, during, and after clinical**  
 1620 **assignments; (Outcome)**  
 1621  
 1622 **VI.A.6.e) recognition of impairment, including illness and fatigue, in**  
 1623 **themselves and in their peers; (Outcome)**  
 1624  
 1625 **VI.A.6.f) attention to lifelong learning; (Outcome)**

1626		
1627	<b>VI.A.6.g)</b>	<b>the monitoring of their patient care performance improvement indicators; and,</b> <sup>(Outcome)</sup>
1628		
1629		
1630	<b>VI.A.6.h)</b>	<b>honest and accurate reporting of duty hours, patient outcomes, and clinical experience data.</b> <sup>(Outcome)</sup>
1631		
1632		
1633	<b>VI.A.7.</b>	<b>All residents and faculty members must demonstrate responsiveness to patient needs that supersedes self-interest. They must recognize 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.</b> <sup>(Outcome)</sup>
1634		
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1639	<b>VI.B.</b>	<b>Transitions of Care</b>
1640		
1641	<b>VI.B.1.</b>	<b>Programs must design clinical assignments to minimize the number of transitions in patient care.</b> <sup>(Core)</sup>
1642		
1643		
1644	<b>VI.B.2.</b>	<b>Sponsoring institutions and programs must ensure and monitor effective, structured hand-over processes to facilitate both continuity of care and patient safety.</b> <sup>(Core)</sup>
1645		
1646		
1647		
1648	<b>VI.B.3.</b>	<b>Programs must ensure that residents are competent in communicating with team members in the hand-over process.</b> <sup>(Outcome)</sup>
1649		
1650		
1651	<b>VI.B.4.</b>	<b>The sponsoring institution must ensure the availability of schedules that inform all members of the health care team of attending physicians and residents currently responsible for each patient's care.</b> <sup>(Detail)</sup>
1652		
1653		
1654		
1655		
1656	<b>VI.C.</b>	<b>Alertness Management/Fatigue Mitigation</b>
1657		
1658	<b>VI.C.1.</b>	<b>The program must:</b>
1659		
1660	<b>VI.C.1.a)</b>	<b>educate all faculty members and residents to recognize the signs of fatigue and sleep deprivation;</b> <sup>(Core)</sup>
1661		
1662		
1663	<b>VI.C.1.b)</b>	<b>educate all faculty members and residents in alertness management and fatigue mitigation processes; and,</b> <sup>(Core)</sup>
1664		
1665		
1666	<b>VI.C.1.c)</b>	<b>adopt fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning, such as naps or back-up call schedules.</b> <sup>(Detail)</sup>
1667		
1668		
1669		
1670	<b>VI.C.2.</b>	<b>Each program must have a process to ensure continuity of patient care in the event that a resident may be unable to perform his/her patient care duties.</b> <sup>(Core)</sup>
1671		
1672		
1673		
1674	<b>VI.C.3.</b>	<b>The sponsoring institution must provide adequate sleep facilities and/or safe transportation options for residents who may be too fatigued to safely return home.</b> <sup>(Core)</sup>
1675		
1676		

1677		
1678	<b>VI.D.</b>	<b>Supervision of Residents</b>
1679		
1680	<b>VI.D.1.</b>	<b>In the clinical learning environment, each patient must have an identifiable, appropriately-credentialed and privileged attending physician (or licensed independent practitioner as approved by each Review Committee) who is ultimately responsible for that patient's care.</b> <sup>(Core)</sup>
1681		
1682		
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1684		
1685		
1686		<del>Only licensed independent practitioners as consistent with state regulations and medical staff bylaws may have primary responsibility for a patient.</del>
1687		
1688		
1689		
1690	<b>VI.D.1.a)</b>	<b>This information should be available to residents, faculty members, and patients.</b> <sup>(Detail)</sup>
1691		
1692		
1693	<b>VI.D.1.b)</b>	<b>Residents and faculty members should inform patients of their respective roles in each patient's care.</b> <sup>(Detail)</sup>
1694		
1695		
1696	<b>VI.D.2.</b>	<b>The program must demonstrate that the appropriate level of supervision is in place for all residents who care for patients.</b> <sup>(Core)</sup>
1697		
1698		
1699		<b>Supervision may be exercised through a variety of methods. Some activities require the physical presence of the supervising faculty member. For many aspects of patient care, the supervising physician may be a more advanced resident or fellow. Other portions of care provided by the resident can be adequately supervised by the immediate availability of the supervising faculty member or resident physician, either in the institution, or by means of telephonic and/or electronic modalities. In some circumstances, supervision may include post-hoc review of resident-delivered care with feedback as to the appropriateness of that care.</b> <sup>(Detail)</sup>
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1709		
1710	<b>VI.D.3.</b>	<b>Levels of Supervision</b>
1711		
1712		<b>To ensure oversight of resident supervision and graded authority and responsibility, the program must use the following classification of supervision:</b> <sup>(Core)</sup>
1713		
1714		
1715		
1716	<b>VI.D.3.a)</b>	<b>Direct Supervision – the supervising physician is physically present with the resident and patient.</b> <sup>(Core)</sup>
1717		
1718		
1719	<b>VI.D.3.b)</b>	<b>Indirect Supervision:</b>
1720		
1721	<b>VI.D.3.b).(1)</b>	<b>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.</b> <sup>(Core)</sup>
1722		
1723		
1724		
1725		
1726	<b>VI.D.3.b).(2)</b>	<b>with direct supervision available – the supervising physician is not physically present within the hospital</b>
1727		

1728		<b>or other site of patient care, but is immediately</b>
1729		<b>available by means of telephonic and/or electronic</b>
1730		<b>modalities, and is available to provide Direct</b>
1731		<b>Supervision.</b> <sup>(Core)</sup>
1732		
1733	<b>VI.D.3.c)</b>	<b>Oversight – the supervising physician is available to provide</b>
1734		<b>review of procedures/encounters with feedback provided</b>
1735		<b>after care is delivered.</b> <sup>(Core)</sup>
1736		
1737	<b>VI.D.4.</b>	<b>The privilege of progressive authority and responsibility, conditional</b>
1738		<b>independence, and a supervisory role in patient care delegated to</b>
1739		<b>each resident must be assigned by the program director and faculty</b>
1740		<b>members.</b> <sup>(Core)</sup>
1741		
1742	<b>VI.D.4.a)</b>	<b>The program director must evaluate each resident’s abilities</b>
1743		<b>based on specific criteria. When available, evaluation should</b>
1744		<b>be guided by specific national standards-based criteria.</b> <sup>(Core)</sup>
1745		
1746	<b>VI.D.4.b)</b>	<b>Faculty members functioning as supervising physicians</b>
1747		<b>should delegate portions of care to residents, based on the</b>
1748		<b>needs of the patient and the skills of the residents.</b> <sup>(Detail)</sup>
1749		
1750	<b>VI.D.4.c)</b>	<b>Senior residents or fellows should serve in a supervisory role</b>
1751		<b>of junior residents in recognition of their progress toward</b>
1752		<b>independence, based on the needs of each patient and the</b>
1753		<b>skills of the individual resident or fellow.</b> <sup>(Detail)</sup>
1754		
1755	<b>VI.D.5.</b>	<b>Programs must set guidelines for circumstances and events in</b>
1756		<b>which residents must communicate with appropriate supervising</b>
1757		<b>faculty members, such as the transfer of a patient to an intensive</b>
1758		<b>care unit, or end-of-life decisions.</b> <sup>(Core)</sup>
1759		
1760	<b>VI.D.5.a)</b>	<b>Each resident must know the limits of his/her scope of</b>
1761		<b>authority, and the circumstances under which he/she is</b>
1762		<b>permitted to act with conditional independence.</b> <sup>(Outcome)</sup>
1763		
1764	<b>VI.D.5.a).(1)</b>	<b>In particular, PGY-1 residents should be supervised</b>
1765		<b>either directly or indirectly with direct supervision</b>
1766		<b>immediately available.</b> <sup>(Core)</sup>
1767		
1768	<b>VI.D.5.a).(2)</b>	<b>PGY-1 residents may <u>should</u> progress to being supervised</b>
1769		<b>indirectly with direct supervision available only after</b>
1770		<b>demonstrating competence in:</b> <sup>(Detail)</sup>
1771		
1772	<b>VI.D.5.a).(2).(a)</b>	<b>the ability and willingness to ask for help when</b>
1773		<b>indicated;</b> <sup>(Detail)</sup>
1774		
1775	<b>VI.D.5.a).(2).(b)</b>	<b>gathering an appropriate history;</b> <sup>(Detail)</sup>
1776		
1777	<b>VI.D.5.a).(2).(c)</b>	<b>the ability to perform an emergent psychiatric</b>
1778		<b>assessment; and,</b> <sup>(Detail)</sup>

1779		
1780	VI.D.5.a).(2).(d)	presenting patient findings and data accurately to a supervisor who has not seen the patient. <sup>(Detail)</sup>
1781		
1782		
1783	<b>VI.D.6.</b>	<b>Faculty supervision assignments should be of sufficient duration to assess the knowledge and skills of each resident and delegate to him/her the appropriate level of patient care authority and responsibility.</b> <sup>(Detail)</sup>
1784		
1785		
1786		
1787		
1788	<b>VI.E.</b>	<b>Clinical Responsibilities</b>
1789		
1790		<b>The clinical responsibilities for each resident must be based on PGY-level, patient safety, resident education, severity and complexity of patient illness/condition and available support services.</b> <sup>(Core)</sup>
1791		
1792		
1793		
1794	<b>VI.F.</b>	<b>Teamwork</b>
1795		
1796		<b>Residents must care for patients in an environment that maximizes effective 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.</b> <sup>(Core)</sup>
1797		
1798		
1799		
1800		
1801	VI.F.1.	Contributors to effective interprofessional teams <u>should</u> include consulting physicians, psychologists, psychiatric nurses, social workers, and other professional and paraprofessional mental health personnel involved in the evaluation and treatment of patients. <sup>(Detail)</sup>
1802		
1803		
1804		
1805		
1806	<b>VI.G.</b>	<b>Resident Duty Hours</b>
1807		
1808	<b>VI.G.1.</b>	<b>Maximum Hours of Work per Week</b>
1809		
1810		<b>Duty hours must be limited to 80 hours per week, averaged over a four-week period, inclusive of all in-house call activities and all moonlighting.</b> <sup>(Core)</sup>
1811		
1812		
1813		
1814	<b>VI.G.1.a)</b>	<b>Duty Hour Exceptions</b>
1815		
1816		<b>A Review Committee may grant exceptions for up to 10% or a maximum of 88 hours to individual programs based on a sound educational rationale.</b> <sup>(Detail)</sup>
1817		
1818		
1819		
1820		The Review Committee for Psychiatry will not consider requests for exceptions to the 80-hour limit to the residents' work week.
1821		
1822		
1823	<b>VI.G.1.a).(1)</b>	<b>In preparing a request for an exception the program director must follow the duty hour exception policy from the ACGME Manual on Policies and Procedures.</b> <sup>(Detail)</sup>
1824		
1825		
1826		
1827		
1828	<b>VI.G.1.a).(2)</b>	<b>Prior to submitting the request to the Review Committee, the program director must obtain approval</b>
1829		

of the institution's GMEC and DIO. <sup>(Detail)</sup>

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**VI.G.2.**

**Moonlighting**

**VI.G.2.a)**

**Moonlighting must not interfere with the ability of the resident to achieve the goals and objectives of the educational program.** <sup>(Core)</sup>

**VI.G.2.b)**

**Time spent by residents in Internal and External Moonlighting (as defined in the ACGME Glossary of Terms) must be counted towards the 80-hour Maximum Weekly Hour Limit.** <sup>(Core)</sup>

**VI.G.2.c)**

**PGY-1 residents are not permitted to moonlight.** <sup>(Core)</sup>

**VI.G.3.**

**Mandatory Time Free of Duty**

**Residents must be scheduled for a minimum of one day free of duty every week (when averaged over four weeks). At-home call cannot be assigned on these free days.** <sup>(Core)</sup>

**VI.G.4.**

**Maximum Duty Period Length**

**VI.G.4.a)**

**Duty periods of PGY-1 residents must not exceed 16 hours in duration.** <sup>(Core)</sup>

**VI.G.4.b)**

**Duty periods of PGY-2 residents and above may be scheduled to a maximum of 24 hours of continuous duty in the hospital.** <sup>(Core)</sup>

**VI.G.4.b).(1)**

**Programs must encourage residents to use alertness management strategies in the context of patient care responsibilities. Strategic napping, especially after 16 hours of continuous duty and between the hours of 10:00 p.m. and 8:00 a.m., is strongly suggested.** <sup>(Detail)</sup>

**VI.G.4.b).(2)**

**It is essential for patient safety and resident education that effective transitions in care occur. Residents may be allowed to remain on-site in order to accomplish these tasks; however, this period of time must be no longer than an additional four hours.** <sup>(Core)</sup>

**VI.G.4.b).(3)**

**Residents must not be assigned additional clinical responsibilities after 24 hours of continuous in-house duty.** <sup>(Core)</sup>

**VI.G.4.b).(4)**

**In unusual circumstances, residents, on their own initiative, may remain beyond their scheduled period of duty to continue to provide care to a single patient. Justifications for such extensions of duty are limited to reasons of required continuity for a severely ill or**

1881		<b>unstable patient, academic importance of the events</b>
1882		<b>transpiring, or humanistic attention to the needs of a</b>
1883		<b>patient or family.</b> <small>(Detail)</small>
1884		
1885	<b>VI.G.4.b).(4).(a)</b>	<b>Under those circumstances, the resident must:</b>
1886		
1887	<b>VI.G.4.b).(4).(a).(i)</b>	<b>appropriately hand over the care of all</b>
1888		<b>other patients to the team responsible</b>
1889		<b>for their continuing care; and,</b> <small>(Detail)</small>
1890		
1891	<b>VI.G.4.b).(4).(a).(ii)</b>	<b>document the reasons for remaining to</b>
1892		<b>care for the patient in question and</b>
1893		<b>submit that documentation in every</b>
1894		<b>circumstance to the program director.</b>
1895		<small>(Detail)</small>
1896		
1897	<b>VI.G.4.b).(4).(b)</b>	<b>The program director must review each</b>
1898		<b>submission of additional service, and track</b>
1899		<b>both individual resident and program-wide</b>
1900		<b>episodes of additional duty.</b> <small>(Detail)</small>
1901		
1902	<b>VI.G.5.</b>	<b>Minimum Time Off between Scheduled Duty Periods</b>
1903		
1904		<b>PGY-1 residents should have 10 hours, and must have eight hours,</b>
1905		<b>free of duty between scheduled duty periods.</b> <small>(Core)</small>
1906		
1907	<b>VI.G.5.a)</b>	<b>Intermediate-level residents should have 10 hours free of</b>
1908		<b>duty, and must have eight hours between scheduled duty</b>
1909		<b>periods. They must have at least 14 hours free of duty after 24</b>
1910		<b>hours of in-house duty.</b> <small>(Core)</small>
1911		
1912		PGY-2 residents are considered to be at the intermediate level.
1913		
1914	<b>VI.G.5.b)</b>	<b>Residents in the final years of education must be prepared to</b>
1915		<b>enter the unsupervised practice of medicine and care for</b>
1916		<b>patients over irregular or extended periods.</b> <small>(Outcome)</small>
1917		
1918		Residents at the PGY-3 level or beyond are considered to be in
1919		the final years of education.
1920		
1921	<b>VI.G.5.b).(1)</b>	<b>This preparation must occur within the context of the</b>
1922		<b>80-hour, maximum duty period length, and one-day-</b>
1923		<b>off-in-seven standards. While it is desirable that</b>
1924		<b>residents in their final years of education have eight</b>
1925		<b>hours free of duty between scheduled duty periods,</b>
1926		<b>there may be circumstances when these residents</b>
1927		<b>must stay on duty to care for their patients or return to</b>
1928		<b>the hospital with fewer than eight hours free of duty.</b>
1929		<small>(Detail)</small>
1930		
1931	<b>VI.G.5.b).(1).(a)</b>	<b>Circumstances of return-to-hospital activities</b>

1932		<b>with fewer than eight hours away from the hospital by residents in their final years of education must be monitored by the program director.</b> <sup>(Detail)</sup>
1933		
1934		
1935		
1936		
1937	VI.G.5.b).(1).(b)	There are no circumstances under which residents in the final years of education may stay on duty with fewer than eight hours off. <sup>(Core)</sup>
1938		
1939		
1940		
1941	<b>VI.G.6.</b>	<b>Maximum Frequency of In-House Night Float</b>
1942		
1943		<b>Residents must not be scheduled for more than six consecutive nights of night float.</b> <sup>(Core)</sup>
1944		
1945		
1946	VI.G.6.a)	Residents should not be scheduled for more than four consecutive weeks of night float during the required one-year, full-time outpatient psychiatry experience. <sup>(Detail)</sup>
1947		
1948		
1949		
1950	VI.G.6.b)	Residents should not be scheduled for more than a total of eight weeks of night float during the one-year of consecutive outpatient experience. <sup>(Detail)</sup>
1951		
1952		
1953		
1954	<b>VI.G.7.</b>	<b>Maximum In-House On-Call Frequency</b>
1955		
1956		<b>PGY-2 residents and above must be scheduled for in-house call no more frequently than every-third-night (when averaged over a four-week period).</b> <sup>(Core)</sup>
1957		
1958		
1959		
1960	VI.G.7.a)	On psychiatry rotations, in-house call must occur no more frequently than every fourth night, averaged over a four-week period. <sup>(Detail Core)</sup>
1961		
1962		
1963		
1964	<b>VI.G.8.</b>	<b>At-Home Call</b>
1965		
1966	<b>VI.G.8.a)</b>	<b>Time spent in the hospital by residents on at-home call must count towards the 80-hour maximum weekly hour 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 duty, when averaged over four weeks.</b> <sup>(Core)</sup>
1967		
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1970		
1971		
1972	<b>VI.G.8.a).(1)</b>	<b>At-home call must not be so frequent or taxing as to preclude rest or reasonable personal time for each resident.</b> <sup>(Core)</sup>
1973		
1974		
1975		
1976	<b>VI.G.8.b)</b>	<b>Residents are permitted to return to the hospital while on at-home call to care for new or established patients. Each episode of this type of care, while it must be included in the 80-hour weekly maximum, will not initiate a new “off-duty period”.</b> <sup>(Detail)</sup>
1977		
1978		
1979		
1980		
1981		
1982		***



1983  
1984 \***Core Requirements:** Statements that define structure, resource, or process elements essential to every  
1985 graduate medical educational program.  
1986 **Detail Requirements:** Statements that describe a specific structure, resource, or process, for achieving  
1987 compliance with a Core Requirement. Programs in substantial compliance with the Outcome  
1988 Requirements may utilize alternative or innovative approaches to meet Core Requirements.  
1989 **Outcome Requirements:** Statements that specify expected measurable or observable attributes  
1990 (knowledge, abilities, skills, or attitudes) of residents or fellows at key stages of their graduate medical  
1991 education.