The University of Wisconsin-Madison Geriatric Medicine Fellowship aims are to:

1. Equip fellows with the professional attitudes, knowledge and skills necessary to be experts in managing the medical and psychosocial complexity seen in aging, and to do so in a compassionate, high-value and patient-centered manner
2. Produce clinicians that are excellent communicators and facile in engaging patients, family and other health care professionals in difficult and complex conversations such as patient care preferences, care transitions, palliative care and end-of-life decision-making
3. Prepare our trainees to be proficient in interdisciplinary team care including effective participation, collaboration and leadership of teams across a range of health care settings
4. Develop influential leaders and change agents that can shape the field of geriatrics in areas of scientific inquiry, quality improvement, teaching and/or program administration, and maintain their acumen by engaging in life-long learning strategies

Program Metrics that align with these aims:

Aim 1:

- Percent of patient care domains that the fellows score a rating of ≥4 at months 3 and 9
- Scores of numbers of ideal practice behaviors demonstrated/total behaviors assessed on 3 observed standardized geriatric patient simulations (cognitive impairment, falls, late-life depression) completed by month 6
- Chart audit results of fellows' primary care patients:
  - percent of patients who did receive evaluation or appropriate management of selected geriatric syndromes (cognitive impairment, falls, urinary incontinence, functional decline)
  - percent of patient encounters were team utilization was not optimal
- Scores of fellows on internally developed knowledge tests at month 10 of fellowship

Aim 2:

- Composite and individual fellow performance scores on mini-CEXs and simulations in the communication domains of these direct observation assessment tools
- Percent of fellows at communication scale ratings above 4.0 via milestone tracking at months 6 and 11
- Percent of fellows rated as above average or excellent in their communication skills via Multi-source/ 360 degree ratings at months 6 and 11

Aim 3:

- Average scores on team domains of multisource assessments (360 degree evaluations)
- Performance on Family Meeting mini-CEX (to be implemented in fall 2017)- team domain questions

Aim 4:

- Percent of fellows that complete QI project on time under guidance of DOM QI mentors
- Percent of fellow QI Projects with scores ≥3 on all elements of QIPAT-7
- Average of fellow means for Journal Club presentation quality of content (5-point Likert scale)
• Percent of fellows scoring a mean $\geq 4$ across all Practice-based Learning Improvement domains by fellowship completion