



RESIDENT AS TEACHERS TRAINING

I. **Policy Statement**

California Northstate University College of Medicine is committed to fostering a culture of teaching and learning by equipping residents with the necessary skills to effectively educate the medical students. This Resident-as-Teachers Training Policy ensures that all residents receive structured training in medical education principles, bedside teaching, feedback delivery, and mentorship, thereby enhancing their role as educators within the clinical environment.

II. **Purpose**

The purpose of the Resident as Teachers Training Policy is to ensure that residents are provided adequate training and familiarity with CNUCOM's Clinical Learning Objectives for medical students in order to provide for an optimal learning environment.

III. **Scope/Coverage**

All residents and post-graduate trainees (residents and fellows) who are involved in on-site clinical education of CNUCOM medical students.

IV. **Procedure**

a. Resident Training

- i. All residents and fellows are required to complete training, which includes an orientation to California Northstate University College of Medicine (CNUCOM's) learning objectives for medical students and their roles and responsibilities as teachers.
- ii. Completion of the training and will be monitored centrally by the Office of Faculty Affairs and Development.
- iii. The core contents of Resident Training shall include the following topics:
 1. Clinical Rotation orientation of student
 2. Mid-point feedback given to student
 3. End of course feedback
 4. Understanding of Program Learning Outcomes (PLO's) and Competencies

5. AAMC Core Entrustable Professional Activities (CEPA)
 6. Student Mistreatment Policy – Addendum A
 7. Anti-Discrimination Policy
 8. Methods of Feedback
 9. No Medical treatment of student by resident
 10. Review of CNUCOM Required Clinical Encounters (“Must see cases”)
- iv. Residents and fellows who will teach medical students are provided a copy of the CNUCOM Clerkship Handbook that summarizes the learning objectives for medical students.

b. Resident Supervision Responsibility

Resident will interact with CNUCOM medical students in the following areas:

- i. Orientation to the clinical setting, clinic staff and workflow.
- ii. Supervision of student’s clinical activities, as delegated by CNUCOM faculty, as necessary to ensure student and patient safety.
- iii. Provide a hands-on clinical experience for the student.
- iv. Direct observation of the basic skills of history taking and performance of physical examinations.
- v. Impromptu teaching and guidance as appropriate from resident.
- vi. Verbal assessment and feedback of student performance to discuss areas of strength and areas needing attention.
- vii. Verbal assessment of student overall performance upon completion of the rotation as required by CNUCOM faculty.

V. Addendum A

a. CNUCOM Anti-harassment and Mistreatment policy 4803:

- i. California Northstate University is committed to providing a work environment free of harassment, disrespectful or other unprofessional conduct. University policy prohibits conduct that is disrespectful or unprofessional, as well as harassment. The University’s anti-harassment policy applies to all persons involved in the operation of the University. Prohibited harassment, disrespectful or unprofessional conduct includes, but is not limited to, the following behavior:
 1. Verbal conduct such as public humiliation, epithets, derogatory jokes, disparaging or deprecating comments, slurs or unwanted sexual advances, invitations or comments.
 2. Visual displays such as derogatory and or/sexually-oriented posters, photography, cartoons, drawings or gestures.

3. Physical conduct including intimidation, assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race and other protected basis.
4. Threats and demands to submit sexual requests as a condition of continued employment, appropriate evaluations or to avoid some other loss, and offers of employment benefits in return for sexual favors.
5. Retaliation for reporting or threatening to report harassment.
6. Communication via electronic media of any type that includes any conduct that is prohibited by state and/or federal law, or by University policy.

Approved by FEC: 05/24/2022

Reviewed by SPC 12/19/2024

Approved by OME 02/15/2025

Review every three (3) years or more as needed