

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER AT EL PASO
Paul L. Foster School of Medicine
GRADUATE MEDICAL EDUCATION
Standard Policy and/or Procedure

TITLE: Professionalism Policy

APPROVED: 9/13/19

REVISED:

EFFECTIVE DATE: 9/13/19

PURPOSE: To assert the Sponsoring Institution's commitment to professionalism in the context of Graduate Medical Education

POLICY STATEMENT: Programs, in partnership with their Sponsoring Institutions, must educate residents and faculty members concerning the professional responsibilities of physicians in training

The Sponsoring Institution, in partnership with the program director(s) of its ACGME-accredited program(s), must provide a culture of professionalism that supports patient safety and personal responsibility.

The Sponsoring Institution must provide systems for education in and monitoring of residents'/fellows' and core faculty members' fulfillment of educational and professional responsibilities.

The Sponsoring Institution must ensure that its ACGME accredited program(s) provide(s) a professional, respectful and civil environment that is free from unprofessional behavior, including mistreatment, abuse and/or coercion of residents/fellows, other learners, faculty members, and staff members.

The Sponsoring Institution, in partnership with its ACGME accredited program(s), must have a process for education of residents/fellows and faculty members regarding unprofessional behavior, and a confidential process for reporting, investigating, monitoring, and addressing such concerns.

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

The learning objectives of the program must:

1. be accomplished through an appropriate blend of supervised patient care responsibilities, clinical teaching, and didactic educational events;
2. be accomplished without excessive reliance on residents to fulfill non-physician obligations; and,
3. ensure manageable patient care responsibilities

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

Residents and faculty members must demonstrate an understanding of their personal role in the:

1. provision of patient- and family-centered care;
2. safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and adverse events;
3. assurance of their fitness for work, including:
 - a. management of their time before, during, and after clinical assignments; and,
 - b. recognition of impairment, including from illness, fatigue, and substance use, in themselves, their peers, and other members of the health care team.
 - c. commitment to lifelong learning;
 - d. monitoring of their patient care performance improvement indicators; and,
 - e. accurate reporting of clinical and educational work hours, patient outcomes, and clinical experience data.

All residents and faculty members must demonstrate responsiveness to patient needs that supersedes self-interest. This includes the recognition that under certain circumstances, the best interests of the patient may be served by transitioning that patient's care to another qualified and rested provider.

Programs, in partnership with their Sponsoring Institutions, must provide a professional, equitable, respectful, and civil environment that is free from discrimination, sexual and other forms of harassment, mistreatment, abuse, or coercion of students, residents, faculty, and staff.

Programs, in partnership with their Sponsoring Institutions, should have a process for education of residents and faculty regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns.