

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

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

REVIEW: This Standard Policy and/or Procedure will be reviewed on even numbered year (ENY) by the Graduate Medical Education Committee (GMEC).

POLICY STATEMENT: Sponsoring Institutions, in partnership with its ACGME-accredited program(s), must educate residents and faculty members concerning the professional responsibilities and ethical responsibilities of physicians, including but not limited to their obligation to be appropriately rested and fit to provide care required by their patients.

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, including scholarly pursuits and accurate completion of required documentation by residents/fellows.

The Sponsoring Institution must ensure that its ACGME accredited program(s) provide(s) a professional, equitable, respectful and civil environment that is free from unprofessional behavior, including discrimination, sexual, and other forms of harassment, 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 in a timely manner.

The learning objectives of the program must:

1. be accomplished without excessive reliance on residents to fulfill non-physician obligations
2. ensure manageable patient care responsibilities; and,
3. include efforts to enhance the meaning that each resident finds experience of being a physician, including protecting time with patients, providing administrative support, promoting progressive independence and flexibility, and enhancing professional responsibility.

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 safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and safety events.

Residents must demonstrate a commitment to professionalism and an adherence to ethical principles.

Residents must demonstrate competence in:

1. compassion, integrity, and response for others;
2. responsiveness that supersedes self-interest
3. cultural humility
4. respect for patient privacy and autonomy
5. accountability to patients, society, and the profession
6. respect and responsiveness to diverse patient populations, including but not limited to diversity in gender, age, culture, race, religion, disabilities, national origin, socioeconomic status, and sexual orientation
7. ability to recognize and develop a place for one's own personal and professional well-being; and
8. appropriately disclosing and addressing conflict or duality of interest.

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, should have a process for education of residents and faculty regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns.