AOMC Professionalism Discussion

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Factors Impacting Professionalism

- National landscape has changed the threshold for public dialog.
- Level of burnout among clinicians.
- Recognition that silence of bystanders has a huge impact on organizational culture.
- Recent AAMC GQ and UPHS Learning Climate Survey data.
- New AC appointment and promotion criteria.
- Need to preserve academic freedom and ability to be constructive as we rigorously advance knowledge.
Framework to enhance our culture

- Revise and reaffirm our professionalism statement
- Develop code of conduct
- Develop and implement educational programs
- Continue to expand programs to promote personal resilience and promote well-being
- Celebrate professional behaviors
- Manage concerns
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Professionalism Statement

- Current statement exists that was developed for launch of AMC.
- Needs revision to explicitly acknowledge the importance of academic freedom, rigor and respect for the truth as we develop new knowledge.
- Needs to link to an actionable code of conduct.
- Needs to be incorporated into the appointment and promotions process.
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Code of Conduct

- Purpose is to encourage culture that values and promotes:
  - Respect
  - Role modeling
  - Responsibility - for patients, one another, ourselves

- Trust is the unifying concept that embraces integrity, transparency and self awareness.

- Unprofessional behaviors are any that diminish trust.
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Educational Programs

- Designed to:
  - set expectations around culture
  - recognize, minimize and manage lapses
  - promote access to resources
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- Manage concerns
Promote Resilience and Well Being

• Partner with Innovation Center, Clinical Chairs, and UPHS to focus on reducing administrative burden and improving practice efficiency for clinicians, including streamlining EHR through bold innovation accelerator programs.

• Work with PMACs to focus on systems to reduce administrative burdens for scientists.

• Expand partnerships with University’s Positive Psychology Center to offer Positive Psychology training.

• Continue Wellness Committee initiatives.

• Create and support faculty community groups to facilitate networking and peer support amongst those with similar interests.

• Expand access to the Wellness Index Tool to include scientists to enable their self-assessment and access to confidential resources.
Framework to enhance our culture

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❖ Develop and implement educational programs
❖ Continue to expand programs to promote personal resilience and promote well being
❖ Celebrate professional behaviors
❖ Manage concerns
Celebrate Professional Behaviors

- Support random acts of kindness
- Create institutional award for professionalism
- Encourage departments to have a professionalism award for faculty and trainees.
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Manage Concerns

- 2 buckets of concerns:
  - isolated lapses
    - Can be effectively dealt with through peer support program with trained colleagues who can have conversations around lapses, adverse events and other common workplace stressors.
  - recurrent lapses
    - Assessment process by Dr Foster
    - Interface with PARS
    - Discipline and sanctions
PM Professionalism Committee

Goals:

• Develop overarching professionalism statement that departments can link to
• Develop code of conduct
• Develop educational programs and implementation strategies
• Develop and implement ways to celebrate professional behaviors ie award.
• Review existing data streams to enhance ability to recognize patterns and intervene within and across teams and share information with departments.