

**University of Maryland School of Medicine
Documentation of Unprofessionalism of Faculty Member**

Faculty member's name (print or type)

Location observed

Student or Resident's name

Date observed

A faculty member has displayed a lapse in professional behavior in the following category (see appended List of Areas of Professionalism/Unprofessionalism):

Comments:

Send to Judicial Board, William Gray M.D. Chair

HELPERS-PRO List*

List of Areas of Professionalism/Unprofessionalism:

___ General Principles include:

- ___ Physicians subordinate their own interests to the interests of others
- ___ Physicians adhere to high ethical and moral standards
- ___ Physicians respond to societal needs, and their behaviors reflect a social contract with the communities served
- ___ Physicians evince core humanistic values, including honesty and integrity, caring and compassion, altruism and empathy, respect for others, and trustworthiness
- ___ Physicians exercise accountability for themselves and for their colleagues
- ___ Physicians demonstrate a continuing commitment to excellence
- ___ Physicians exhibit a commitment to scholarship and to advancing their field
- ___ Physicians deal with high levels of complexity and uncertainty
- ___ Physicians reflect upon their actions and decisions

___ Professionalism, includes:

- ___ Ability to communicate
- ___ Accountability
- ___ Altruism
- ___ Appearance
- ___ Decency
- ___ Demeanor
- ___ Duty
- ___ Excellence (A commitment to)
- ___ Following through with Recommendations made to Patients
- ___ Honesty
- ___ Honor
- ___ Integrity
- ___ Judgement
- ___ Knowledge
- ___ Language (Appropriate)
- ___ Not Impugning the Reputation of Others
- ___ Putting the Patient First
- ___ Reporting Colleagues= Errors
- ___ Service (Devotion to a lifetime of)
- ___ Skills
- ___ Telling the Truth

Unprofessional Behavior, includes:

- ___ Abuse of power
 - ___ in interactions with patients or colleagues
 - ___ bias and sexual harassment

Form 6*

HELPERS-PRO

- breach of confidentiality
- Arrogance
- Cheating
- Greed
- Misrepresentation
- credentials and certifications
- education and training
- Impairment
- Lack of conscientiousness
- Lying
- Conflicts of interest
- self-referral
- acceptance of gifts
- over-utilization of services
- collaboration with industry
- compromising the principles of clinical investigation

Humanism, includes:

- Caring for Patients= needs and psycho-social aspects
- Compassion
- Empathy

Sensitivity, includes sensitivity to:

- Age
- Culture
- Gender
- Socio-economic status
- Religion and spirituality
- Sexual Orientation

Ethical Behavior, includes:

- Confidentiality
- Proper records
- Transfer of responsibility

Ethics, includes:

- Sexual misconduct and boundary violations
- Confidentiality
- Double-agency
- Fees, billing, reimbursement
- Ethical obligations under managed care structures

Respect, includes:

- Avoidance of exploitation (financial, sexual, self-aggrandizement)
- Respect towards Patients and family members
- Respect towards physician and non-physician colleagues

Human Research (Professionalism in), includes:

- Aspects of human experimentation
- Treatment of research subjects

Death & Dying, includes:

- Pain
- Palliation
- Possibility of recovery

Physician Impairment, includes:

- Alcohol and drug impairment
- Other impairment of cognition
- On call alertness

Sexual-Aggressive Behavior, includes:

- Body and Mental Boundaries
- Physical Aggression
- Sexual Harassment

Need for Life-long learning, includes:

- Self-assessment
- Recognition of deficits in knowledge, skills or attitudes
- Re-mediation
- Life-long commitment to education, eg CME
- Use of evidence-based medical skills
- Using primary source reading

MD/Industry relationships, includes:

- AMA Guidelines
- Common sense
- Conflicts of interest when seeing patients, peer-reviewing research or articles

* Adapted from:

- (1) Project Professionalism. American Board of Internal Medicine, Phila, Penna 1997.
- (2) Report on Professionalism in Undergraduate Medical Education, Faculty of Medicine, University of Toronto, May 2000, Ian Johnson, Chair.
- (3) Oral and written communications with faculty members at the School of Medicine, University of Maryland, Baltimore and elsewhere (JHU, UC,D, U Colo, UNM, USIS).
- (4) Swick HM: Toward a Definition of Medical Professionalism. Academic Medicine 75:612-616, 2000.