

Why Assess
Professionalism?
Unprofessional Behaviour
Predictive of Future

**Unprofessional Behavior in
Medical School and Subsequent
Disciplinary Action by
State Medical Boards**

A Teherani, M Banach, C Hodgson, S Rattner,
J Veloski, D Stern, T Knettler

UCSF, University of Michigan, Jefferson Medical College,
Federation of State Medical Boards

M Papadakis New Engl J Med 2005

Methods

Design

Case-control study

Cases

All graduates disciplined
by any state medical
board (1990-2003) from

Poor Ability to Self Improve

- › Does not solicit feedback
- › Does not incorporate the feedback
- ›

Bases of Disciplinary Actions

	<u>%</u>
Failure to meet educational requirement (e.g. CME)	18
General	16
Fraud/billing/tax irregularities	10
Controlled substance violations	9
Examination/license irregularities	8
Substance use (e.g. self use of drugs/alcohol)	8
Professional conduct	6
Convicted of a crime	5
Sexual misconduct	5

Significant Predictor Variables

	Odds Ratio
Low professionalism score	2
Low ABIM certification exam score	2

**How does a selection committee
identify applicants to medical
school who may be
unprofessional?**

The largest challenge
Existing personal interview has limited

Two "Respect" Questions

1. Treat Me with Respect
 "I was treated with respect by this attending physician"

2. Treat Others with Respect
 "I observed others (students, residents, staff, patients) being treated with respect by this attending physician"

Student evaluation of "respectful" treatment by faculty at UCSF

This faculty member:

1. Failed to treat me with respect and generally displayed an unprofessional or abusive manner in all interactions

- to

5. Consistently treated me with respect

Treat me with respect - Reasons

Belittled or humiliated me
Spoke sarcastically or insultingly to me
Intentionally neglected or left me out of the communications
Subjected me to offensive sexist remarks or names
Subjected me to racist or ethically offensive remarks or names
Engaged in discomfoting humor
Denied me training opportunities because of my gender
Required me to perform personal services (i.e. babysitting, shopping)
Threw instruments/bandages, equipment etc.
Threatened me with physical harm (e.g. hit, slapped, kicked)
Created a hostile environment for learning