

## **Professionalism**

### **Scope**

The policy applies to the residents of the University of Alabama Family Medicine Residency-Tuscaloosa Program.

### **Purpose:**

To help guide the development of professionalism in our residents.

### **Policy and Guidelines**

Professionalism is one of the core competencies that the Accreditation Council of Graduate Medical Education (ACGME) has identified as being vital to the clinical practice of medicine and to resident development.

Attaining a professional degree and performing a job repeatedly do not in themselves instill the quality of professionalism, however. There are other components that help define this quality. According to the National Board of Medical Examiners, elements of professionalism include:

- Altruism
- Integrity
- Honesty
- Respect
- Courtesy
- Excellence
- Scholarship
- Responsibility
- Accountability
- Leadership
- Compassion
- Communication skills

The Residency Review Committee (RRC) also specifies that professionalism entails:

- A commitment to ethical behavior
- Confidentiality
- The consideration of religious, ethnic, gender, educational, and other differences in interacting with patients and other members of the healthcare team

A medical professional has an awareness of the impact of his/her actions on others, has an appropriate attitude, is caring, and exhibits attention to detail. Professional behavior as a resident involves being on time, attending required meetings and assignments, being aware of one's schedule, accepting feedback constructively, and following up on test results and patient progress. Professionalism also entails a self-awareness of one's physical and mental health; if problems arise that interfere with performance it is expected that a resident seek

help. If such problems occur, residents are expected to report them to their Advisor or the Program Director so that the Tuscaloosa Family Medicine Residency can help residents succeed.

Examples of unprofessional behavior include:

- Rude or discriminatory language
- Disrespectful or arrogant attitude
- Refusal to admit mistakes or ask for appropriate help
- Repeated resistance to feedback
- Failure to comply with required paperwork and documentation
- Failure to respond in a timely manner to pages, text messages, email, or telephone calls
- Unexcused absences
- Inappropriately casual appearance
- Repeated inappropriate patient care
- Deliberate breach of confidentiality
- Abuse of physician power
- Manipulating schedules for personal gain
- Misrepresentation of patient data or other information
- Failure to seek help for an impairment

**Lack of Professionalism and Disruptive Behavior is grounds for Administrative and/or Academic Probation and Dismissal from the Program. I have read this policy and commit to maintain these standards of professionalism during my residency training**

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Printed Name/Signature

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Date