Professionalism (Physicianship Skills) for Third and Fourth-Year Students

Students who do not demonstrate adequate professional and personal attributes (i.e. those who receive ratings of 1 or 2 on their final evaluation) will be evaluated further by the clerkship director, who will complete a "Physicianship Evaluation Form" to determine the areas in which improvement is needed. This evaluation covers these areas: ability to meet professional responsibilities; ability to improve and adapt; and ability to establish adequate relationships with patients, families, and members of the health-care team.

Rapid turnaround of feedback to students whenever information becomes available is a goal of this evaluation process. The clerkship or site director is encouraged to meet with a student who does not meet physicianship standards as soon as concerns are raised prior to the end of the rotation to discuss ways in which performance can be improved, thus allowing the student adequate opportunity to make appropriate changes. Such feedback meetings during the clerkship, though strongly encouraged, are not required in order to submit a Physicianship Evaluation Form. A student who does not meet physicianship standards will confer with the clerkship or site director prior to the end of the rotation to discuss ways in which the performance can be improved, thus allowing the student adequate opportunity to make appropriate changes.

A physicianship evaluation form can be filed up to one month eight weeks after the student's start of the subsequent rotation. The clerkship or site director will meet with the student to review the form. To document this process, the student will sign and date the form and may respond to the evaluation by providing additional information. The Associate Dean for Student Affairs will be informed that a physicianship form has been filed. If a plan is implemented for the student, the Associate Dean will ask the clerkship director to be directly involved. The student may discuss the evaluation with the Associate Dean; or ask for additional review of the physicianship form by his/her advisor or one of the student-faculty advocates; or may request a review by the Student Welfare Committee, an ad hoc committee of students and faculty appointed by the Faculty Council. In all cases, if the evaluation is found invalid, the issue will be dropped and the evaluation amended.

Students may also be given the provisional non-passing grade of E in the clerkship for failing to demonstrate appropriate personal and professional attributes required for a physician.

If a student receives one physicianship evaluation it will not be referred to in the Dean's letter. Reports of subsequent physicianship evaluations will be mentioned in the Dean's letter. Reports of subsequent physicianship evaluations will be mentioned in the Dean's Letter, along with any teaching plans that were developed to assist the student. Students who receive two or more physicianship evaluations will be placed on academic probation and can be referred to the Academic Standards Committee (ASC) for review of the deficiencies. The ASC can recommend dismissal. Recommendations from the ASC are forwarded to the Vice Dean for final action. Dismissal appeals may
Physicianship Form for Third & Fourth-Year Students

be made to the Faculty Council, in accordance with School of Medicine policy.

August 2000 - February 2003
A student with a pattern of the following behavior has not sufficiently demonstrated professional and personal attributes for meeting the standards of professionalism inherent in being a physician:

Circle the appropriate category. Comments are required.

1. Unmet professional responsibility:
   a. The student needs continual reminders in the fulfillment of responsibilities to patients or to other health care professionals.
   b. The student cannot be relied upon to complete tasks
   c. The student misrepresents or falsifies actions and/or information.

2. Lack of effort toward self improvement and adaptability:
   a. The student is resistant or defensive in accepting criticism.
   b. The student remains unaware of his/her own inadequacies.
   c. The student resists considering or making changes.
   d. The student does not accept blame for failure, or responsibility for errors
   e. The student is abusive or critical during times of stress.
   f. The student demonstrates arrogance
3. Diminished relationships with patients and families:
   
a. The student inadequately establishes rapport with patients or families.

   b. The student is often insensitive to the patient's or families' feelings, needs or wishes.

   c. The student uses his/her professional position to engage in romantic or sexual relationships with patients or members of their families.

   d. The student lacks empathy.

   e. The student has inadequate personal commitment to honoring the wishes of the patients.

4. Diminished relationships with members of the health care team:

   a. The student does not function within a health care team.

   b. The student is insensitive to the needs, feelings and wishes of the health care team members.

5. Please comment on an appropriate plan of action to pursue when counseling the student.
This section is to be completed by the student.

6. I have read this evaluation and discussed it with the clerkship director.

__________________________________________
Student signature

__________________________________________
Date

7. My comments are: (optional)

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________________________________________________________________________
________________________________________________________________________

6/16/97