Professionalism

“Professionalism is the expression of positive values and ideals in the delivery of care. Foremost, it involves prioritizing the interests of those being served above one’s own. Physician assistants must know their professional and personal limitations. Professionalism also requires that PAs practice without impairment from substance abuse, cognitive deficiency or mental illness. Physician assistants must demonstrate a high level of responsibility, ethical practice, sensitivity to a diverse patient population and adherence to legal and regulatory requirements.”

(Competencies for the Physician Assistant Profession, joint statement of the NCCPA, ARC-PA, PAEA and AAPA).

Physician assistant students are expected to develop and demonstrate professional behavior during and throughout the program (and beyond), a topic that will be explored in great detail throughout training.

Category 1: Altruism
- Sensitive/responsive to needs of others
- Sensitive/responsive to culture, age, gender and disabilities of others
- Puts others' interests before own
- Provides assistance/comfort to others

Category 2: Duty/Responsibility
- Attends required activities/arrives on time
- Reliable, dependable, completes tasks fully and in timely manner
- Accepts appropriate share of team work
- Self-motivated, organized, and prepared
- Accountable to patients, society, and the profession

Category 3: Excellence
- Commitment to excellence and on-going professional development
- Positive attitude, displays enthusiasm and attentiveness
- Self-reflection, critical curiosity and initiative
- Recognizes limitations and seeks, accepts and incorporates constructive feedback
- Adapts well to stressful/changing circumstances
Professionalism

Category 4: Interpersonal Skills/Relationships

- Respectful, cooperative (team player), builds atmosphere conducive to learning
- Acknowledges and values diversity, talents, skills, contributions of others
- Communicates effectively (verbal and written)
- Good interpersonal skills (develops appropriate professional relationships with peers, faculty, physician supervisors and other health care providers)
- Recognizes/maintains appropriate boundaries
- Displays tact and self-control

Category 5: Honor/Integrity/Code of Conduct (refer to Academic Honesty Policy)

- Accurately portrays personal qualifications
- Displays professional presentation (dresses appropriately and good personal hygiene)
- Performs in accordance with regulatory and legal requirements (follow the rules), as well as the appropriate role of the physician assistant
- Committed to ethical principles pertaining to provision or withholding of clinical care, confidentiality of patient information, informed consent, and business practices
- Behaves honestly/appears trustworthy

Consequences of Unprofessional Behavior (as outlined above)

Professionalism Probation

- Students will be placed on Professionalism Probation when they do not demonstrate acceptable professional behaviors as shown by one or more of the following:
  o Receiving an “Unacceptable” mark on a didactic professionalism evaluation.
  o Receiving an “Unacceptable” mark in the professionalism category of the Preceptor Evaluation of Student.
- Procedure for regaining good standing following placement on Professionalism Probation:
  o During the probationary semester, students must meet with their PA Faculty Advisor and review professional behavior expectations (within two weeks of being placed on probation)
  o Students must not display any new deficits in professionalism.

Dismissal

- Students will be dismissed from the Physician Assistant Program when they fail to achieve good standing during the semester following placement on Professional Probation.
Right to Appeal
Students dismissed from the Physician Assistant Program have the right to:

- Appeal the decision (see Performance and Progression Policy).
- Seek re-entry by applying for admission during the normal admissions cycle. This requires a new application, which will be reviewed by the admissions team. In the event that a student is invited to interview and subsequently re-admitted into the program, the program faculty reserves the right to attach contingencies to the admittance. In this scenario, a student is in effect decelerated and required to matriculate fully into the next starting class.

By signing below, I attest that I have read the ‘professionalism’ expectations contained in this document and understand the consequences associated with any unprofessional behavior to include possible dismissal from the program.

Signature______________________________________ Date _____________________

Printed Name ______________________________________ _____________________