1. GENERAL

The Sam Houston State University College of Osteopathic Medicine (SHSU-COM) professionalism policy describes the expectation for students, residents, faculty, administration and staff to display professionalism, individually and collectively, in all their interactions with each other, with patients and patient families/significant others, with colleagues in other professions, and with members of the public. This policy is intended to complement policies, guidelines and codes of conduct established for the profession of medicine, and other policies, regulations and ethical standards that govern students, residents, faculty, and staff of the Texas State University System, Sam Houston State University, and SHSU-COM.

2. PROFESSIONALISM PRINCIPLES

2.1. Professionalism is central to the ethos of both the practice of medicine and conduct of research and an expression of the SHSU-COM’s commitment to patients and society. The environment of the SHSU-COM is conductive to the ongoing development of professional behaviors in osteopathic medical students, faculty, and staff at all locations and is one in which all individuals are treated with respect. This includes exposure to aspects of patient safety, cultural competency, and interprofessional collaborative practice. SHSU-COM is committed to maintaining an environment that is optimal for learning, teaching, conducting research, and providing clinical care.

2.2. The following principles of professionalism, while not exhaustive, are provided to guide us in our actions and interactions with others:

   2.2.1. Respect for Others
   2.2.2. Honesty and Integrity
   2.2.3. Compassion and Empathy
   2.2.4. Duty and Responsibility

3. PROFESSIONALISM COMPETENCY

3.1. Professionalism is a core competency identified and described by the American Association of Colleges of Osteopathic Medicine in conjunction with all US Osteopathic Medical Schools.

3.2. Osteopathic medical students are expected to demonstrate professionalism performance indicators that fall into the following categories:

   3.2.1. Knowledge
3.2.2. Humanistic Behavior
3.2.3. Primacy of Patient Need
3.2.4. Accountability
3.2.5. Continuous Learning
3.2.6. Ethics
3.2.7. Cultural Competency
3.2.8. Professional and Personal Self-Care
3.2.9. Honest, Transparent Business Practices

3.3. In addition to passing all courses/blocks/rotations in the curriculum, students shall demonstrate competency in professionalism as defined by the American Association of Colleges of Osteopathic Medicine (AACOM) to be considered in good academic standing.

3.4. A student with professionalism competency concern will be referred to the SHSU College of Osteopathic Medicine's Student Promotions and Academic Progress Committee (SPAP). The SPAP will make a recommendation to the Dean, who will determine whether the student is placed on probation or dismissed.

3.5. A student is removed from active academic probation when all professionalism issues have been resolved. Students with a history of academic probation will be monitored and the student’s performance reviewed on an annual basis for the remainder of their enrollment at SHSU-COM.
**Procedure Title:** Professionalism  
**Effective:** Upon granting Pre-Accreditation Status  
**Revised:** October 16, 2020

**Corresponding Policy:** SHSU-COM Professionalism Policy  
**COCA Standard/Element:** COCA 5.1 - Professionalism

**Description:**
SHSU-COM administration, faculty, staff, and students shall be subject to the Texas State University System, SHSU, and SHSU-COM policies governing standards of professional conduct.

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<tr>
<th>Procedure Step/Task</th>
<th>Responsible Party</th>
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<tbody>
<tr>
<td>1.</td>
<td>All employees of the college shall be required to complete annual training in standards of professional conduct.</td>
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<td>2.</td>
<td>Documentation of completion of this training shall be retained by the employee and provided to SHSU Human Resources or the Office of the Dean of SHSU-COM if requested.</td>
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<td>3.</td>
<td>SHSU and SHSU-COM shall charge specified committees and departments with providing competency training and assuring compliance with all policies that govern professional conduct.</td>
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<td>4.</td>
<td>All records of compliance with this procedure shall be retained by SHSU Human Resources or SHSU-COM departments for a minimum of 3 years.</td>
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<td>5.</td>
<td>Students shall be provided with the SHSU-COM policy on professionalism during orientation.</td>
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<td>6.</td>
<td>Professional conduct shall be required in all activities of the SHSU-COM including patient care, cultural competence, and interprofessional collaborative practice.</td>
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<td>7.</td>
<td>Professional competency concerns shall be reviewed by the Student Promotions and Academic Progress Committee (SPAP). The SPAP committee may recommend that students be placed on probation or dismissed. Resolution of professional competency concerns will result in removal of active academic probation but the student shall continue to be monitored for the remainder of their enrollment at SHSU-COM.</td>
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Student Promotions and Academic Progress (SPAP) Committee

Responsibilities: The Student Promotions and Academic Progress Committee (SPAP) evaluates osteopathic medical students’ academic performance and their suitability to undertake the practice of medicine. This committee makes recommendations to the Dean regarding matters of continued matriculation, promotion, retention and graduation. The committee’s competency evaluation for all osteopathic medical students includes professionalism and ethics. The committee may, at its discretion, consider prior disciplinary actions in its deliberations but shall not engage in disciplinary hearings. The actions of the committee shall be in accordance with guidelines that shall be approved by the CEC. The proceedings and decisions of the SPAP are privileged information. SPAP members may not discuss particular cases or the outcome with anyone outside the SPAP, except as required by law.

SHSU-COM SPAP Members
Chair:
Sahar Soliman, RPh, PhD, Assistant Professor of Pharmacology

Members:
Stephen McKernan, DO, Associate Dean for Clinical Affairs
Craig Boudreaux, DO, Assistant Professor of Family Medicine
Mario Loomis, MD, Associate Professor of Clinical Anatomy
Oluwaseun Olaiya, MD, Assistant Professor of Primary Care

Ex-Officio:
Tess Johnson, MEd, Director of Medical Student Affairs
Amber Sechelski, EdD, or Laura Corley, MEd, Learning Specialist
Madeleine Denison, MS, or Contessa Haynes, MA, Educational Program Coordinator
Keith Ahee, MA, Associate Director of Admissions
Rebekah Filson, BS, Assistant Director, Financial Aid
Max Walling, MA, Assistant Registrar
Cenaiyda Carranza, MS, LPC, Student Affairs Specialist

Administrative Support:
Karina Peraza, Administrative Associate- Clinical Affairs