

College of Osteopathic Medicine

Element 5.1: Professionalism Policy



Sam Houston State University



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.

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 conducive 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

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.

Procedure Title: Professionalism

Corresponding Policy: SHSU-COM Professionalism Policy

COCA Standard/Element: COCA 5.1 - Professionalism

Effective: Upon granting Pre-Accreditation Status

Revised: January 28, 2019

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.

Procedure Step/Task		Responsible Party
1.	All employees of the college shall be required to complete annual training in standards of professional conduct.	SHSU Human Resources; SHSU-COM Office of the Dean
2.	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.	SHSU Employees
3.	SHSU and SHSU-COM shall charge specified committees and departments with providing competency training and assuring compliance with all policies that govern professional conduct.	SHSU-COM Dean, SHSU Provost, President SHSU
4.	All records of compliance with this procedure shall be retained by SHSU Human Resources or SHSU-COM departments for a minimum of 3 years.	SHSU Human Resources, SHSU-COM Administrative Assistants
5.	Students shall be provided with the SHSU-COM policy on professionalism during orientation.	SHSU-COM Educational Affairs
6.	Professional conduct shall be required in all activities of the SHSU-COM including patient care, cultural competence, and interprofessional collaborative practice.	SHSU-COM Faculty, Staff, and Students