

Title: Professionalism Reps

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Professionalism Rep

Background/Purpose:

- A professionalism concern is broadly defined as any concern about a faculty, staff member, or student who speaks or behaves in a manner that is disrespectful, irresponsible, or unethical, in the context of curricular or school-related activities (eg. interest groups, class trips, etc.), or non-curricular social activities that involve faculty, staff members, or classmates.
- The AS recognizes that students are exposed to conduct they feel is unprofessional in a classroom or clinical setting with faculty or other students. The AS wants to encourage reporting of these issues to improve the culture in our learning environment.
- The Professionalism Reps were created to provide an additional opportunity to bring their concerns, with a specific focus to professionalism.
- Professionalism Reps are not required to sit on Class Council but meet regularly with the Class President.

What this role is:

- Peer, conduit, point of contact, ombudsman, sounding board for classmates with respect to professionalism issues
- Acting as an alternative to contacting the class president, UGME, dean or learner wellness about interpersonal, staff or faculty professionalism issues
- Recognizing the unique challenges that can arise in an environment where individuals are both classmates (and thus part of a social group and social subgroups), and colleagues (which requires an ability to work and collaborate in a professional manner).
- Recognizing that students are in a vulnerable position if they observe unprofessional conduct by a supervising resident or staff physician.

Potential next steps include (after a concern is raised):

- Relaying concerns to president/UGME/dean/learner wellness (anonymously or not)
- Fact-finding and reporting back to the student(s) with a concern
- Nothing: clarifying discussion with student only, and following up where appropriate/as needed

The professionalism rep will:

- Be available to meet with any classmate to discuss their concerns
- Offer unbiased support to classmates
- Keep all discussions *strictly confidential*, unless explicitly permitted, or student wellness is at imminent risk

- Meet regularly (e.g. monthly) with the council president to discuss concerns raised at whatever level of detail permitted
- Record high-level details of encounters for monitoring nature and frequency of engagement with role. General, high level details of issues may be shared with
- Professionalism Rep of the following year to watch for trends in behaviour or potentially repeated transgressions.
- Recognize the threshold for speaking to learner wellness is low, and encourage classmates to speak to them directly
- Recognize issues they must report (Eg. issues that pose a direct threat to a student's safety or well-being)

The professionalism reps will not:

- Act as a counsellor, mediator, or disciplinarian
- Confront other students, staff, or faculty with concerns raised in an encounter
- Openly discuss a classmate's concerns with staff, faculty, other students, or class council members, unless they are given clear permission, and/or the issue poses a direct threat to a person's well-being

Overall Responsibilities

- (a) Be available to meet with any student to discuss any professionalism concerns.
- (b) A professionalism concern is broadly defined as any concern about a faculty, staff member, or student who speaks or behaves in a manner that is disrespectful, irresponsible, or unethical, in the context of curricular or school-related activities (eg. interest groups, class trips, etc.), or non-curricular social activities that involve faculty, staff members, or classmates.
- (c) Keep all discussions strictly confidential, unless explicitly permitted by the reporting student.
 - (i) If a discussion is had one-on-one between a student and one professionalism rep, that rep should confirm what aspects of the discussion (ie. content, reporting student's identity, etc.) may be disclosed to the other professionalism rep(s).
- (d) Act to clarify the student's concern and encourage them register their concern with the appropriate body (e.g. Student Affairs).
- (e) Act on behalf of the student to represent their concerns to the appropriate body only insofar as to clarify what steps the student themselves can take.
 - (i) The professionalism rep may take further action on the student's behalf in addressing an issue, if that issue broadly concerns the class as a whole (eg. seeking changes to UGME policies).
- (f) Meet as-needed with the council president to relay reported concerns, if consent is given, so that any class-wide issues may be addressed
- (g) Keep a record of all student encounters while maintaining confidentiality. Records should track broadly the dates of meetings, type of concern (e.g. issue with classmate), and resolution (e.g. encouraged student to follow up with learner wellness)

- (h) Do not intervene, mediate, or give instructions to the student with regards to how they might go about addressing their concern. Similarly, do not confront other students, staff, or faculty with any concerns that might have been raised.

Elections Timing

- 1st year Professionalism Reps should be elected in January of their 1st year (Term 2A). This gives the incoming class the opportunity to get to know one another better and facilitates a more informed choice.
- 2nd year and Clerkship Professionalism Reps can be elected at the same time as 2nd year Council and Clerkship Council.
- Two Professional Reps should be elected for each year. Preclerkship Professionalism Reps serve for 1 year and can be re-elected after their first year. Clerkship Professionalism Reps serve for two years.