



UNIVERSITY OF ALBERTA  
FACULTY OF MEDICINE & DENTISTRY

# Office of Professionalism

## Annual Report

The Professionalism Button

<https://www.med.ualberta.ca/programs/pair>

2013-2014

Created by the Office of Professionalism June 2016



<b>ACCOLADES 2013-14</b>		<b>Total Number of Accolades = 14: Resident (1), Faculty (12), Administration (1). Setting: Clinical (10), Non-Clinical(4).</b>				
<b>Person Role</b>	<b>Report Type</b>	<b>Status</b>	<b>Setting</b>	<b>Summary of Accolade</b>	<b>Summary of Action Taken</b>	
1	Faculty	Accolade Report	Closed	Administrative	Respect for Team, Accountability	Commendation Letter sent
2	Faculty	Accolade Report	Closed	Clinical	Accountability, Patient Advocacy, Excellent Written Communication	Commendation Letter sent
3	Faculty	Accolade Report	Closed	Non-Clinical	Wellness, Self-health	Commendation Letter sent
4	Faculty	Accolade Report	Closed	Non-Clinical	Demonstrating Love of the Profession, Going Above and Beyond	Commendation Letter sent
5	Faculty	Accolade Report	Closed	Clinical	Respect for patients, Excellent Mentor, Respectful of team, Excellent Communicator	Commendation Letter sent
6	Resident	Accolade Report	Closed	Clinical	Collegial, Inclusive, Demonstrated Respect for Patients	Commendation Letter sent
7	Faculty	Accolade Report	Closed	Clinical	Caring for Patients and Team, Respectful of Team, Care for Well-being of team, Excellent Communication	Commendation Letter sent
8	Faculty	Accolade Report	Closed	Clinical	Demonstrates Passion for Profession, Competent, Up-to-date, Patient-centred	Commendation Letter sent
9	Faculty	Accolade Report	Closed	Clinical	Altruism, Collegial	Commendation Letter sent
10	Faculty	Accolade Report	Closed	Clinical	Excellent Clinical Care, Excellent Teaching, Valued Team/Students	Commendation Letter sent
11	Faculty	Accolade Report	Closed	Clinical	Respectful of patients, Committed to Teaching, Patient and Gentle Manner	Commendation Letter sent
12	Faculty	Accolade Report	Closed	Clinical	Collegial, Inclusive	Commendation Letter sent
13	Faculty	Accolade Report	Closed	Clinical	Demonstrating Altruism	Commendation Letter sent
14	Administration	Accolade Report	Closed	Administrative	Competent, Friendly, Respectful	Commendation Letter sent



<b>INCIDENTS 2013-14</b>		<b>Total number of incidents = 22: Faculty(16), UME Student (4), Administration (2). Setting: Clinical (16), Non-Clinical(6). Status: Closed (20), In Progress (2).</b>				
<b>Person Role</b>	<b>Report Type</b>	<b>Status</b>	<b>Setting</b>	<b>Summary of Incident</b>	<b>Summary of Action Taken</b>	
1	Faculty	Mistreatment Report	In Progress	Non-Clinical	Sexist remarks, Creating an Exclusive Environment	Addressed by chair, verbal report of resolution, awaiting final outcome report.
2	Faculty	Mistreatment Report	Closed	Clinical	Respect for Students, Sexist Remarks, Racist Remarks, Unprofessional Attire, Respect for Patients	Addressed by Department Chair, Associate Dean (UME), and Vice-Dean Education. Students removed from service, teaching privileges for preceptor suspended, pending meeting with chair to discuss same. Reporter satisfied with outcome.
3	Faculty	Mistreatment Report	Closed	Clinical	Sexist Remarks, Racist Remarks, Inadequate Supervision of Learners	Addressed by Department Chair, Associate Dean (UME), and Vice-Dean Education. Students removed from service, teaching privileges for preceptor suspended, pending meeting with chair to discuss same. Reporter satisfied with outcome.
4	Faculty	Mistreatment Report	Closed	Non-Clinical	Respect for Students, Embarassing Student Asking Questions, Sexist Remarks	Formal meeting with Assistant Dean, Professionalism, preceptor demonstrated insight. Reporter satisfied with outcome.
5	Faculty	Mistreatment Report	Closed	Clinical	Respect for Students, Respect for Patient, Consent Issues, Verbal Abuse of Student	Addressed by course coordinator without formal request from Office of Professionalism, preceptor demonstrated insight. Reporter satisfied with outcome.
6	Faculty	Mistreatment Report	Closed	Clinical	Respect for Students, Respect for Patient, Consent Issues, Verbal Abuse of Student	Addressed by course coordinator without formal request from Office of Professionalism, preceptor demonstrated insight. Involved learner satisfied with outcome.
7	Faculty	Mistreatment Report	Closed	Clinical	Respect for Students, Student Intimidation, Racist Comments	Addressed by Department Chair, due to multiple concerns within a period of time. Preceptor demonstrated insight. Continuous close monitoring by Chair. Reporter satisfied with outcome.
8	Faculty	Mistreatment Report	Closed	Clinical	Respect for Students, Verbal Abuse, Racist Remarks	Addressed by Department Chair, due to multiple concerns within a period of time. Preceptor demonstrated insight. Continuous close monitoring by Chair. Reporter satisfied with outcome.
9	Faculty	Mistreatment Report	Closed	Clinical	Verbal Abuse of Student, Student Intimidation, Lack of Performance Feedback	Preceptor offered spontaneous apology, demonstrated insight, reporter satisfied with outcome.



Person Role	Report Type	Status	Setting	Summary of Incident	Summary of Action Taken	
10	Faculty	Mistreatment Report	Closed	Clinical	Verbal Abuse, Physical Abuse	Addressed by divisional director, history of recurrent similar behaviours, preceptor and director decided (with Chair input) to remove from all teaching duties. Reporter satisfied with outcome.
11	Faculty	Mistreatment Report	Closed	Clinical	Respect for Students, Verbal Abuse, Learner Humiliation/Mockery, Boundaries (personal questions)	Reporter unwilling to proceed with formal report, incident noted, continued monitoring.
12	Faculty	Mistreatment Report	Closed	Clinical	Respect for Colleague, Collegial Communication	Reporter unwilling to proceed with formal report, incident noted, continued monitoring.
13	Faculty	Mistreatment Report	Closed	Clinical	Respect for Colleagues, Respect for Patients, Boundaries (with regards to learner expectations)	Addressed by chair, close continued monitoring by mentor and chair, reporter supported by other offices (LAW, UME), reporter satisfied with outcome.
14	Faculty	Mistreatment Report	Closed	Clinical	Respect for Students, Embarassing Student Asking Questions, Sexist Remarks	Preceptor had left U of A at time of report. Noted, no action taken.
15	Faculty	Professionalism Incident Report	In Progress	Non-Clinical	Sexist Remarks, Creating an Exclusive Environment	Addressed by chair, verbal report of resolution, awaiting final outcome report.
16	Faculty	Professionalism Incident Report	Closed	Clinical	Verbal Abuse of Student	Addressed by Divisional Director, preceptor demonstrated insight and offered spontaneously to seek coaching/attend relevant CPD courses, offered to provide in-person apology to student (student declined need for same), reporter satisfied with outcome.
17	Administration	Professionalism Incident Report	Closed	Administrative	Format of Lectures, Issue with Mandatory Attendance Leading to Disruptive Colleagues	Administrative concern, not professionalism lapse, per se. Concern shared with Associate Dean, UME.
18	Administration	Professionalism Incident Report	Closed	Administrative	Last-minute Posting of Schedules	Administrative concern, not professionalism lapse, per se. Concern shared with Associate Dean, UME.
19	UME Student	Professionalism Incident Report	Closed	Clinical	Honesty, Attendance	Director of Professionalism (UME) met with student, demonstrated insight, ongoing monitoring to continue, reporter satisfied with outcome.



Person Role		Report Type	Status	Setting	Summary of Incident	Summary of Action Taken
20	UME Student	Professionalism Incident Report	Closed	Clinical	Honesty, Attendance	Director of Professionalism (UME) met with student, demonstrated insight, ongoing monitoring to continue, reporter satisfied with outcome.
21	UME Student	Professionalism Incident Report	Closed	Clinical	Honesty, Attendance	Director of Professionalism (UME) met with student, demonstrated insight, ongoing monitoring to continue, reporter satisfied with outcome.