



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 align with 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 is 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 of 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) in order 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 meet, review the concern, and 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**Corresponding Policy: SHSU-COM Professionalism Policy****COCA Standard/Element: COCA 5.1 - Professionalism****Effective: Upon granting Pre-Accreditation Status****Revised: April 12, 2023****Approved, SHSU-COM CEC: April 14, 2023****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 for a minimum of 3 years.	SHSU Human Resources, SHSU-COM Educational Affairs
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
7. 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.	Student Promotions and Academic Progress Committee (SPAP)