



HEALTH PROFESSIONS

PHYSICIAN ASSISTANT

CENTRAL MICHIGAN UNIVERSITY

Professionalism Policy

APPLIES TO: Students

BACKGROUND:

The importance of professional attributes in a Physician Assistant (PA) must be emphasized throughout the PA curriculum. Central Michigan University's PA program will emphasize and evaluate honesty, respect, acceptance, humility, responsibility, dedication, cultural sensitivity, good judgment, and service to others. These behaviors will be emphasized in the classroom and in the clinical setting as pillars of professionalism and essential to all PA students.

PURPOSE:

To prepare Physician Assistant students for the requirements of professional practice. To achieve compliance with Accreditation Standard for Physician Assistants B2.19 which states: the Curriculum must include instruction in (a) Intellectual honesty, (b) academic integrity, and (c) professional conduct.

DEFINITIONS:

Honesty: truth in all written, verbal, and other forms of communication with faculty, preceptors, patients, and classmates. Integrity in test taking, whether on campus or off campus, is demonstrated by refraining from cheating of any kind, sharing testing topics or answers with other students, or false documentation of any kind.

Respect: demonstrates respect for the dignity of all individuals and property they encounter.

Acceptance: willingness to tolerate a difficult, unpleasant, or unfamiliar situation.

Humility: a modest view of one's own importance; humbleness

Responsibility: recognizing one's duty to deal with something or a moral obligation to behave correctly including meeting deadlines and timely submission of all assignments throughout the PA curriculum.

Dedication: demonstration of the quality of being resolute or committed to a task or purpose.

Cultural Sensitivity: showing awareness of cultural differences and similarities without assigning a positive or negative value to such differences.

Good Judgement: diligent, conscientious, and productive; abides by standards and rules; meets deadlines and follows through on assigned tasks within an appropriate designated time frame.

Service to Others: applying what is learned in the classroom and clinic to help with community challenges and problems and reflecting upon experiences to better understand future service to one's patients and community.

POLICY:

Students will be regularly evaluated throughout the PA curriculum's didactic and clinical phases. When infractions of any of the above professional attributes occur, attempts to remediate the student will be approached with individualized student success as the goal. Each infraction, no matter the nature of the issue, will be managed on a case-by-case basis. Every attempt of professional remediation will aim to provide the student with the best remediation action for their infraction. Possible plans may include, but are not limited to, additional assignments to better understand professional behaviors and the expectation of the student, adjusted due dates and timelines to assist students in meeting obligations in a more consistent fashion, student meetings to discuss ways to improve on unprofessional or irresponsible behaviors. Suppose there are repeated or more serious infractions of the professionalism policy, which the Program Director and Progress Committee will determine. In that case, students will be referred to the Student Affairs Committee or the Office of Student Conduct where case-by-case determinations will be made based on the nature of the infraction. This could include, but is not limited to, a probationary period where students will have additional timelines or assignments to assist in the student's demonstration of professional practice, a verbal or written warning, failure of a course or clinical rotation, or de-matriculation or dismissal from the Physician Assistant program.



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PROCEDURE:

During the didactic phase of the program, students will be evaluated for professional behaviors using a program faculty-approved evaluation after each semester. This evaluation must be completed by the student's faculty advisor and at least one other faculty member each semester. If unprofessional behaviors occur, additional assessment will be done on a case-by-case basis.

During the clinical year, SCPE preceptors will complete a final student evaluation after each rotation, which addresses professional behaviors. Additionally, faculty or clinical year advisors will evaluate a student routinely as part of the curriculum, as needed, based on unprofessional behaviors, and within the last four months of the program as part of the summative evaluation process. The summative professionalism evaluation must be passed with an 80% to graduate from the CMU PA Program.

A supporting document entitled "Professionalism Policy Evaluation with Anchors" contains the detailed schedule for professionalism evaluation as well as the rubric and scoring table to be used to evaluate each student. The document is located in the policy folder and program handbook and is linked here as [Professionalism Policy Anchors.docx](#).

Approved by Program Faculty June 7, 2024.

Kathleen A Flannery PA-C

Signature

June 7, 2024

Date

Kathleen Flannery, PA-C
CMU PA Interim Program Director