

CU SOM

Office of Professional Excellence



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Abbey Lara, MD
Co-Director



Jeff Druck, MD
Co-Director



Josette Harris, PhD
Associate Director

School of Medicine Professionalism Issues

Office of Professional Excellence



Abbie Beacham, PhD

College of Nursing, School of Dental Medicine,
Graduate School, School of Pharmacy, School
of Public Health Professionalism Issues



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CU SOM Resilience Program



Jenny Reese, MD



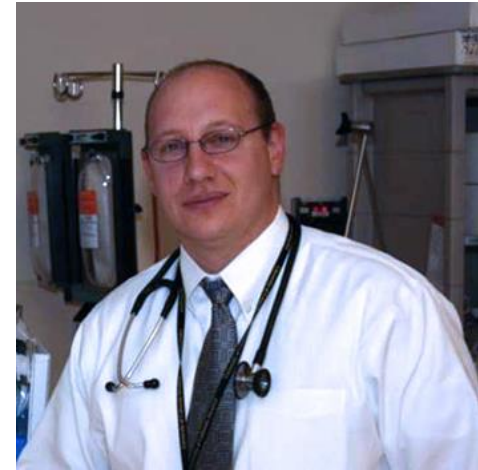
Abbie Beacham, PhD

<http://www.ucdenver.edu/academics/colleges/medicalschooll/facultyAffairs/Resilience/Pages/FacultyResilience.aspx>

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DOM/PSCCM
UCH MICU/Outpatient
GME (former PD)
Medical Director of MS PCU



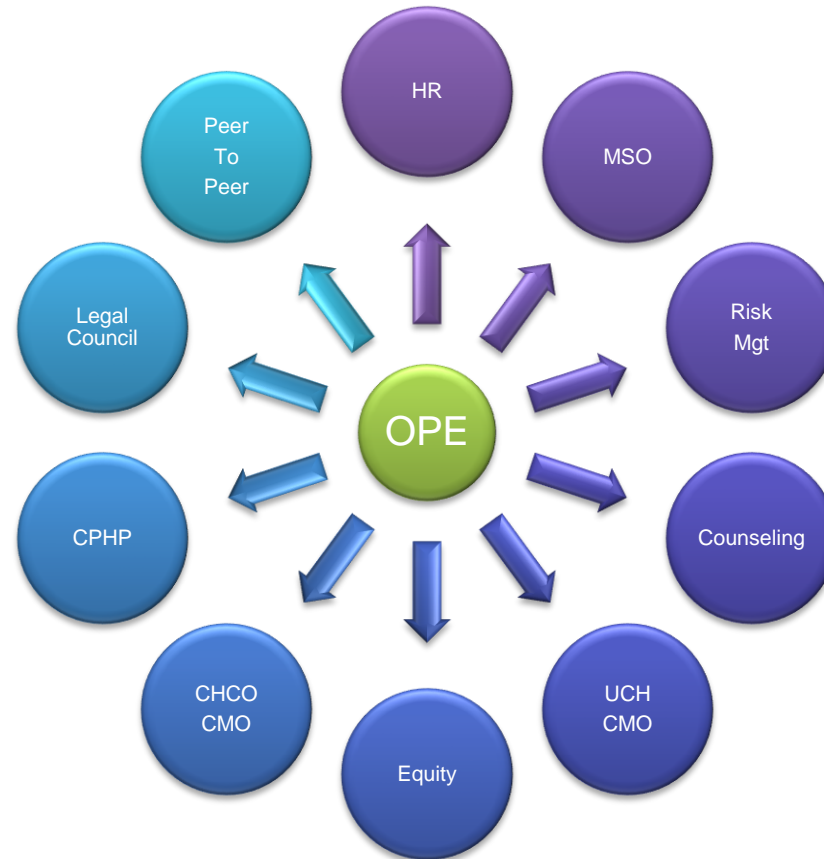
DEM
UCH ED
UME – Assist Dean Student Life
Former Faculty Senate President

Reporting of lapse in Professional Behavior to OPE

- Routes of Submission
 - Email, phone, verbal communication, referral
- Evaluation of Claim
 - Determine occurrence unprofessional behavior
 - Yes
 - Level of unprofessional behavior
 - Interview with Claimant
 - Interview with Respondent**
 - Case review
 - » Level of unprofessional behavior
 - » **Rank in Organization
 - » Investigation for collateral information if indicated
 - *No – Triage to appropriate office for management*



Case Referrals



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Confidentiality

- UME
- GME
- Faculty
- Staff



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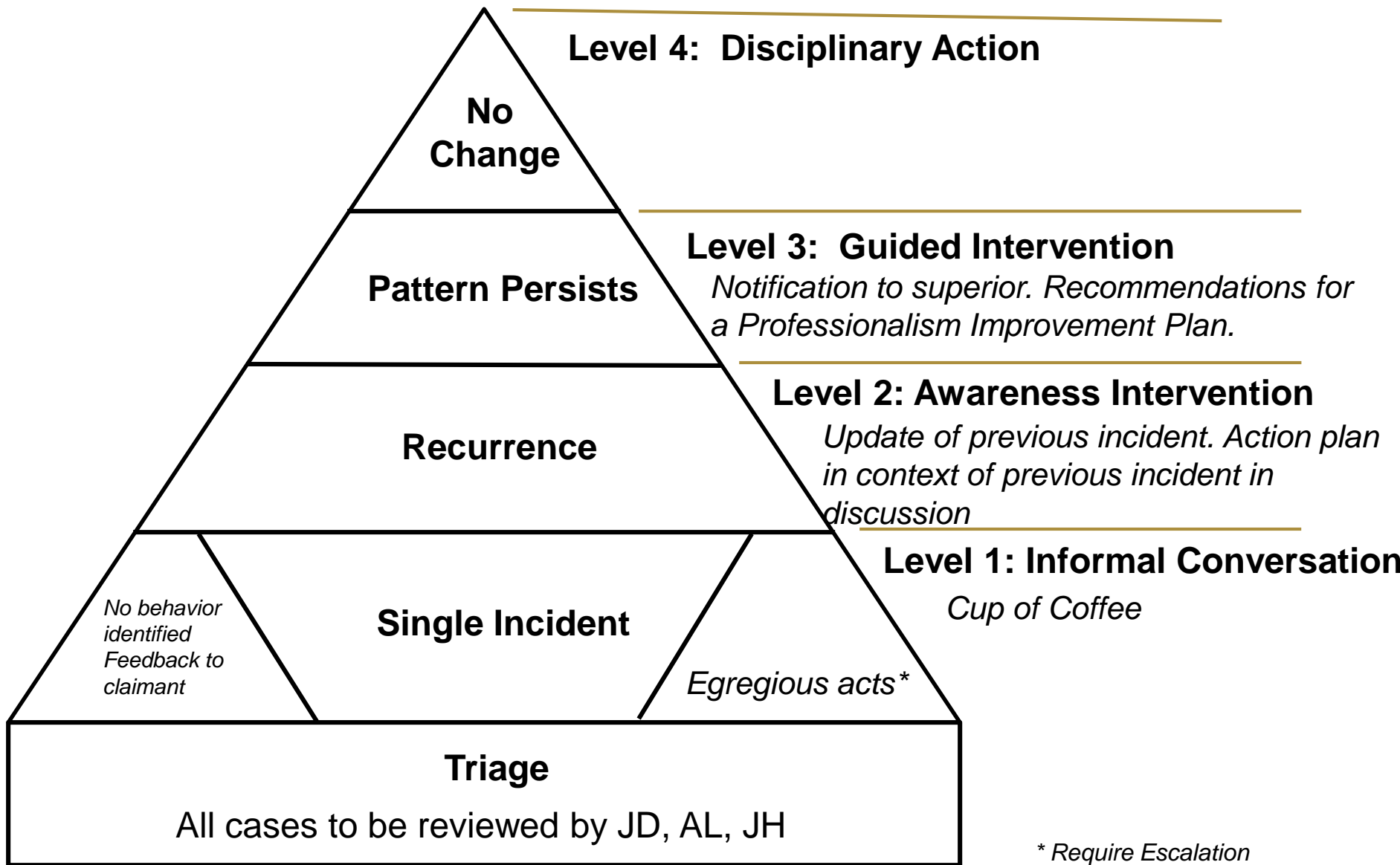
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What happens?

- Discussion of confidentiality/ ramifications
- Decision to move forward is up to claimant, except for mandatory reporting
- Alternative reporting mechanisms exist





* Require Escalation



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Case Discussion- Professionalism Executive Committee

- All cases are discussed at the PEC

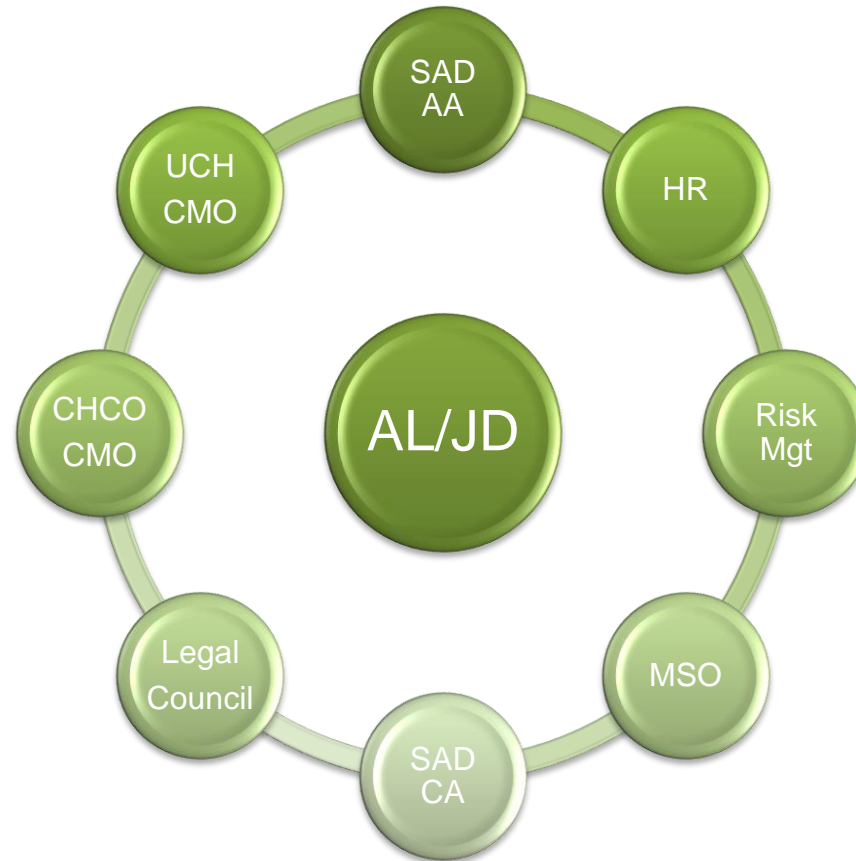


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Professionalism Executive Committee



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Purpose of the PEC

- Provide a sounding board
- Provide context
- Bring in other information
- Provide institutional memory



Professionalism Executive Committee

- Steve Zweck Bronner JD
 - University Legal Counsel
- Sue West RN
 - University Risk Management
- Ethan Cumbler MD
 - University Hospital Medical Staff President
- Anne Fuhlbrigge MD
 - Senior Associate Dean, Clinical Affairs
- Peter Buttrick MD
 - Senior Associate Dean, Academic Affairs
- Doug Kasyon
 - HR Director
- Dan Hyman
 - Chief Medical Officer, Children's Hospital Colorado
- Jean Kutner MD, MPH
 - Chief Medical Officer, University of Colorado Hospital

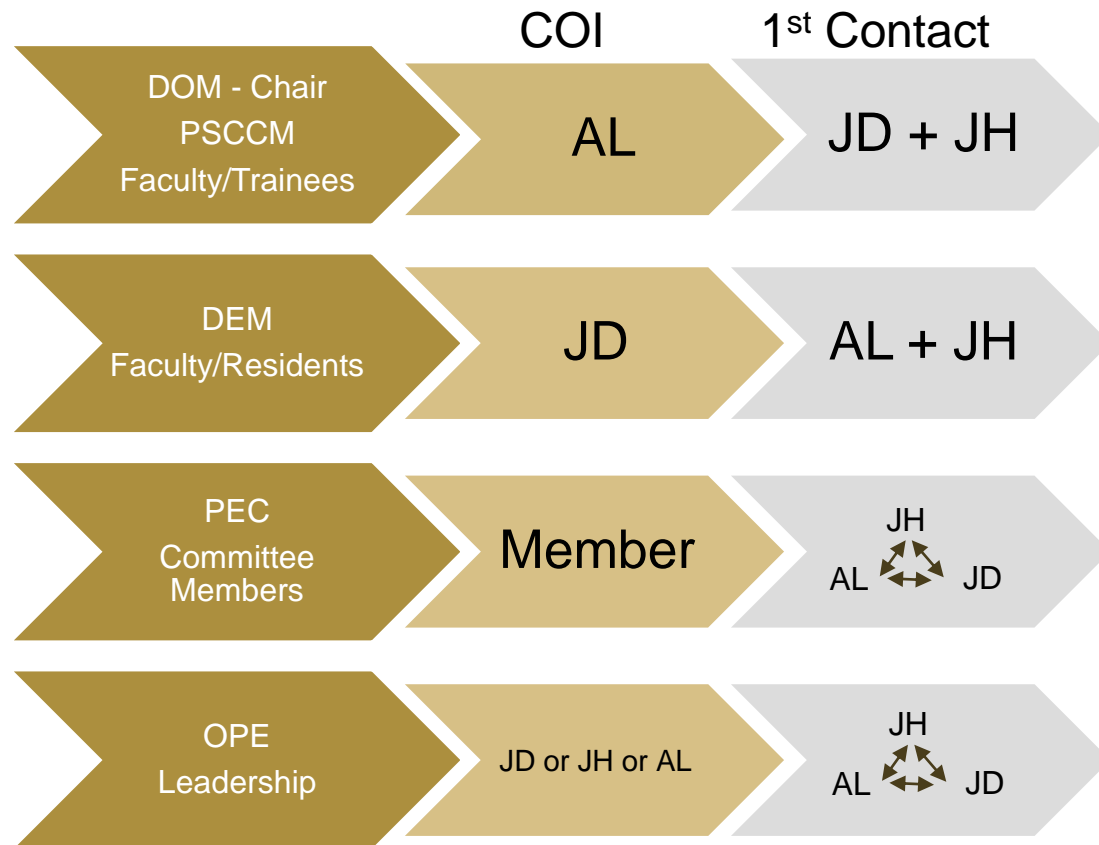


Cup of Coffee – Single Incident *Intention – Self Regulation*

- Timely (within 5 working days)
- Respectful
- Collegial
- *Confidential****
- *Deliver a single observation/report*
- Message of report in a non-judgmental fashion, acknowledge the other potential perspective, ask the reporter to consider content and reflect
- No Investigation associated with discussion



Procedure for COI on claims submitted to OPE



***OPE Administrator will be first contact and use above for triage*



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Recusal from PEC Discussion

OPE Leadership & PEC member are required to disclose and recuse themselves during *all* discussion pertaining to the relationship.

- Personal Relationship
 - Family
 - Amorous Relationship
 - Up to last 7 years

Required Disclosure

OPE Leadership & PEC member are required to disclose relationships. Can provide context and/or collateral information, but will refrain from advocacy or decision making.

- Professional Relationship
 - Research Collaboration
 - Direct Supervisor
 - Direct Hiring Authority
 - Acknowledged Mentor/Mentee Relationship
 - Financial COI



Culture change



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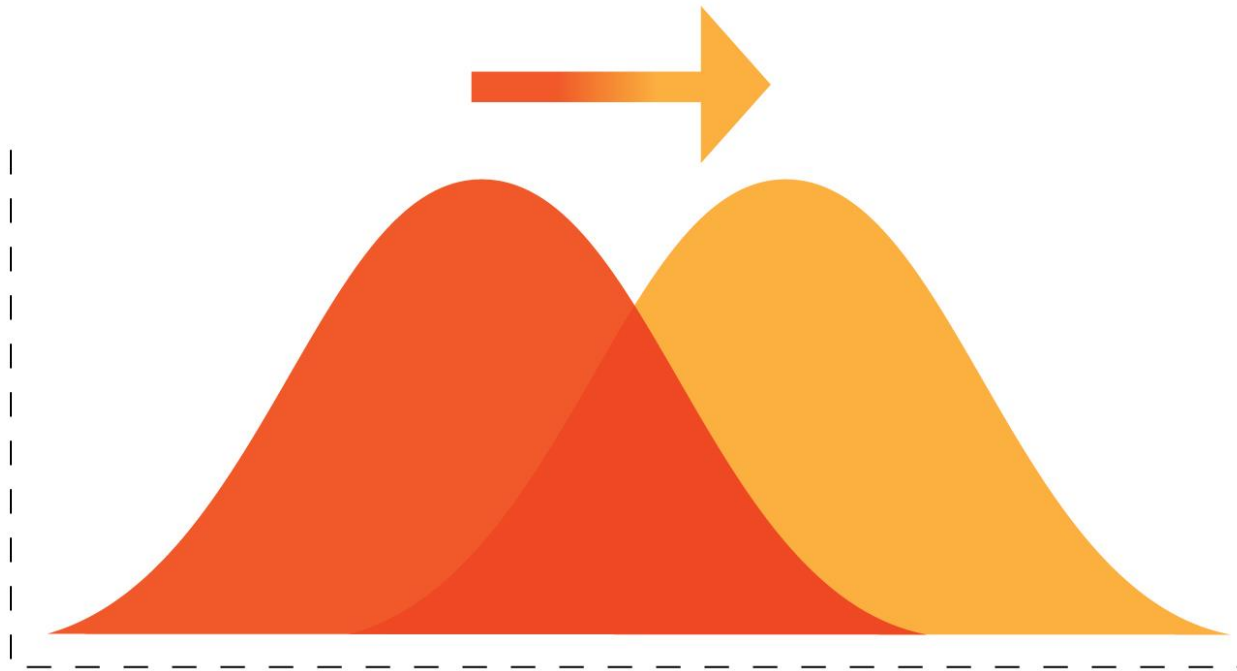
Culture change



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Questions to the Faculty Senate

What in OPE worked in the past and should be maintained?



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Questions to the Faculty Senate

What in OPE could be improved?



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Questions to the Faculty Senate

Areas to Focus Attention?



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Thank you



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