School of Medicine
STUDENT PROFESSIONALISM RESPONSE INTERVENTION TEAM (SPRINT)

OVERVIEW
This document describes guidelines for the Student Professionalism Response Intervention Team (SPRINT). SPRINT will be housed within the Office of Student Affairs. SPRINT replaces the UME Professionalism Appraisal and Competence Evaluation Committee (PACE). PACE was first conceptualized and described in the Professionalism White Paper approved by the Curriculum Committee on February 26, 2007. This update documents the current guidelines, policies, and procedures of SPRINT and replaces the last revised document of February 2016 regarding PACE.

RESPONSIBILITY OF SPRINT
Academic assessment of medical students at Baylor College of Medicine is determined by the MD Committee on Student Promotions and Academic Achievement (MDPC).

SPRINT exists to serve as the Dean’s designee for student misconduct/professionalism concerns through the following activities:

1) Rate the level of severity of unprofessional medical student behavior reported through the web-based EthicsPoint and other internal or external sources.

2) Track, follow, or otherwise respond to reports of medical students’ unprofessional behavior.

3) Assist with the evaluation of and interpretation of the UME Core Competency Graduation Goals related to Professionalism.

4) Meet with students as needed or requested to assess performance related to the knowledge, skills, or attitudes required to meet the professionalism competency.

5) Serve as a student resource for identification, reflection, and performance improvement related to professionalism concerns.

6) Serve as a resource for the Medical Student Honor Council.

7) Recommend remedial strategies to the Associate Dean of Student Affairs and the MDPC for students who demonstrate
   - repeated mild concerns (see Appendix B) or
   - moderate concerns (see Appendix B) related to the professionalism competency.
   a) Recommendations about remedial strategies for students with major professionalism concerns remain the purview of Associate Dean of Student Affairs.
Affairs working as the designee of the Dean of the School of Medicine. Final decisions about all remedial strategies remain within the purview of the MDPC.

b) Some types of conduct may also fall directly within the competency of the BCM Office of Legal Counsel.

8) Serve as a credible resource for professionalism related issues. This role may include policy development, providing orientations, in-services and/or faculty development workshops upon request.

9) Advise and assist with the development of professionalism assessment tools or instruments.

10) Work in collaboration with Office of Student Affairs to address student misconduct grievances as the Dean’s designee.

11) Report annually to the Dean of the Medical School.

SPRINT PROCEDURES
A core responsibility of SPRINT consists of responding to specific breaches in professionalism by medical students. To that end, SPRINT addresses minor to moderate breaches in professionalism that are not within the purview of the Medical Student Honor Council (see Honor Council Constitution for details). Once a professionalism concern is reported, the Chair will inform the other members of SPRINT who will all review the report. Reports judged to be minor breaches of professionalism will prompt a brief individual meeting of the student with the SPRINT Chair. Reports judged to be moderate breaches of professionalism will necessitate a meeting of the student with all SPRINT members. Major breaches will be reported directing to the Associate Dean of Student Affairs, who will meet with the student to address the concern. Allegations within the competency of the Medical Student Honor Council will be triaged to that body. All minor or moderated reported concerns must be resolved within 15 business days. All major concerns must be triaged within five business days.

The following structures are in place for reporting:

- Students are encouraged to discuss professionalism concerns with the course director, clerkship director, or a trusted, seasoned colleague to gain perspective and/or contextual information. In many cases students may find this discussion inappropriate or a conflict of interest, and therefore, preliminary discussion is not required before reporting. Students should contact the SPRINT Chair if they have any questions about how to report a concern. Alternatively, students may choose to contact a dean in the Office of Student Affairs or any other School of Medicine dean with a reporting query.

Concerns related to potential breaches in student behavior should be reported to SPRINT using the following methods: call the Integrity Hotline at (855) 764-7292 or report a concern electronically using the following link: https://secure.ethicspoint.com/domain/media/en/gui/35125/index.html Note: Reports may be anonymous, confidential, or identified as specified by the reporting individual.
SPRINT MEMBERSHIP

A. Director of Medical Student Professionalism

A full time BCM faculty member holding a Doctor of Medicine or equivalent will be appointed by the Dean of the Medical School with input from the Associate Dean of Student Affairs to serve as Director of Medical Student Professionalism. This faculty member will serve at the pleasure of the Dean, School of Medicine for a renewable term of four years. The Director will lead and organize the following activities:

- orienting students to the professionalism competency and SPRINT’s mission;
- educating faculty on SPRINT’s mission and duties;
- appointing ad hoc subcommittees when needed; and
- ensuring diversity in membership of faculty on SPRINT.

The Director will receive, review, and triage medical student professionalism complaints from EthicsPoint and other sources. In addition, the Director will perform the following duties:

- maintain a database of medical student professional concerns;
- respond to mild (alone) and moderate (with the entire committee) reported concerns of breaches in professionalism;
- serve as Faculty Advisor for the Medical Student Honor Council;
- refer appropriate cases to the Medical Student Honor Council for fact finding; and
- provide an annual report of SPRINT reports of concern to the Dean of the Medical School.

B. Faculty

SPRINT will be comprised of five faculty members, including the Director of Medical Student Professionalism. The faculty will be selected by the Director and approved by the Associate Dean of Student Affairs on behalf of and in consultation with the Dean of the School of Medicine. Membership will be diverse with respect to representation along the medical school pre-clinical and clinical experiences, discipline, race/ethnicity, and gender. One member of SPRINT will be either a psychiatrist or psychologist, given potential overlaps between medical student breaches in professionalism and mental health. This individual will provide the requisite expertise to address breaches in professionalism that may have overlap with psychosocial or mental health concerns experienced by the medical student.

MEETING FREQUENCY

SPRINT will meet any time a review of student performance or action is required. SPRINT policies and procedures shall be reviewed every two years. Major revisions to the document must be approved by the Dean of the School of Medicine.
Appendix A

The Undergraduate Core Competency Graduation Goals in the domain of Professionalism approved by Curriculum Committee in 2016

Each student graduating from BCM will:

1.1. Apply ethical decision making that upholds patient and public trust.
1.2. Employ honesty, integrity, and respect in all interactions.
1.3. Demonstrate a commitment to advocate for the needs and well-being of patients, colleagues, and self.
1.4. Demonstrate caring, compassion, and empathy.
1.5. Demonstrate awareness of one’s own biases and sensitivity to diverse patients and colleagues.
1.6. Identify and fulfill responsibilities and obligations as a learner and a colleague.
1.7. Recognize and avoid conflicts of interest.
1.8. Adhere to patient confidentiality rules and regulations.
### Categorization of Professionalism Concerns

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<thead>
<tr>
<th>Level of Concern</th>
<th>Definition</th>
<th>Example</th>
<th>Action</th>
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<tbody>
<tr>
<td>Minor Concern</td>
<td>Poor performance in any of the professionalism competencies. This level of concern may reflect immaturity or uninformed actions or attitudes.</td>
<td>Disruptive in class. Failure to respond in a timely manner to course evaluations, immunizations or in-service requirements.</td>
<td>Record in data base and follow. Once pattern emerges inform Dean of Student Affairs or Promotions Committee as appropriate.</td>
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<tr>
<td>Moderate Concern</td>
<td>Failure in any of the professionalism competencies. This level of concern may reflect a failure in any of the ethical virtues (i.e., respect, compassion, etc.)</td>
<td>Repeated disregard of rules, unreliable in team or patient care responsibilities, consistent neglect of self-care.</td>
<td>Record, investigate, counsel and follow. Report to Dean of Student Affairs is behavior continues.</td>
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<tr>
<td>Major Concern</td>
<td>Absolute failure of any professionalism competency. This level of concern may reflect unethical, illegal activity or actions that jeopardized patient care or safety.</td>
<td>Cheating on tests, falsifying patient records, physical impairment due to substance abuse.</td>
<td>Immediate report to the Dean of Student Affairs.</td>
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