

Description of the UT Southwestern Physicianship Evaluation Form for Clinical Students (Clerkship and Post-Clerkship)

Professionalism will be assessed in a standardized way on all clerkships and post-clerkship courses. Students who do not demonstrate adequate professional and personal attributes (e.g. all who receive ratings of 1 or 2 on their final evaluation in Professional Attributes and Responsibilities, Self-Improvement and Adaptability, Relationships with Patients, or Interpersonal Relationships with other members of the Health Care Team; or, at the discretion of the course or clerkship director, those who receive ratings between 2 and 3 in any of the above categories) or via feedback from the attending(s) or direct observation will be evaluated further by the clerkship director. If the concerns are found to have merit, the clerkship or course director will complete a "Physicianship Evaluation Form" to document the areas in which improvement is needed.

Timely feedback to students whenever information becomes available is a goal of this evaluation process. The clerkship director or faculty attending is encouraged to meet with a student who does not meet professionalism standards as soon as concerns are raised prior to the end of the rotation. The purpose of this meeting is to discuss ways in which performance can be improved, thus allowing the student adequate opportunity to make appropriate changes. Such feedback meetings during the clerkship with appropriate documentation, though strongly encouraged, are not required in order to submit a Physicianship Evaluation Form.

In most cases, a Physicianship Evaluation form should be completed prior to the submission of final grades to the Office of Enrollment Services. The clerkship or course director will meet with the student to review the form. To document this process, the student is invited to sign and date the form and may respond to the evaluation by providing additional information. The course/clerkship director then files the completed form with the Associate Dean for Student Affairs, who subsequently meets with and counsels the student on the behaviors of concern and works with the clerkship director to assist the student in the development of a remediation plan.

Students may also be given a non-passing grade in the clerkship for failing to demonstrate appropriate personal and professional attributes required for a physician.

If a student receives one Physicianship Evaluation form in the clinical years, it will generally not be referred to in the Medical Student Performance Evaluation (MSPE) or escalated to the Student Promotions Committee unless the behavior described is egregious. Reports of subsequent Physicianship Evaluations will be mentioned in the MSPE, along with any teaching plans that were developed to assist the student. Should a student receive a second Physicianship Evaluation form after the MSPE has been transmitted, the school will notify residency program directors of the ongoing concerns about performance in the domain of professionalism. Students who receive two or more Physicianship evaluations in the clinical years will be referred to the Student Promotions Committee (SPC) for review of the deficiencies. The SPC can recommend appropriate action, up to and including dismissal. Appeals of academic decision by the SPC may be made to the SPC, and subsequently to the Dean, in accordance with EDU-402 Academic Decisions.

In all cases, the Student Promotions Committee has complete discretion to determine what constitutes a professionalism deficiency and to take appropriate action.

**UT SOUTHWESTERN MEDICAL SCHOOL
PHYSICIANSHIP EVALUATION FORM
CLERKSHIP AND POST-CLERKSHIP**

Student Name (*type or print legibly*)

Student I.D. Number

Clerkship or Course Director

Course (*Dept. & Course No.*)

Clerkship or Site Director's Signature

Block / Year / Location

Date this form was discussed with the student _____

A student with a pattern of the following behavior has not sufficiently demonstrated professional and personal attributes for meeting the standards of professionalism inherent in being a physician:

This student has not met the following core components of medical professionalism.

Check the appropriate categories. Comments are required.

1. Reliability and responsibility:

- a. Fulfilling responsibilities to patients or to other health care professionals without the need for continual reminders.
 - b. The student can be relied upon to complete tasks.
 - c. The student attends all required activities and is punctual.
 - d. The student maintains the highest standards of academic honesty related to assignments, examinations, and in patient care duties and documentation. .
- _____

2. Effort toward self-improvement and adaptability:

- a. The student is accepting of constructive feedback.
 - b. The student recognizes his/her own limitations and seeks help
 - c. The student incorporates feedback in order to make changes in behavior.
 - d. The student accepts blame for failure, or responsibility for errors.
 - e. The student is respectful of colleagues and patients during times of stress.
 - f. The student demonstrates adaptability to change.
- _____

3. Relationships with patients and families as well as members of the health care team:

- a. The student establishes rapport with patients or families.
- b. The student is sensitive to the patient's or families' feelings, needs or wishes.
- c. The student establishes and maintains appropriate boundaries in work and learning situations with patients or members of their families.

This Policy was adapted with permission from the University of California, San Francisco School of Medicine and largely based on the work of Dr. Maxine Papadakis, Associate Dean for Student Affairs

Approved Faculty Council 5/6/2010 Revised 5/15/16 Revised 11/6/2018

- d. The student demonstrates empathy.
 - e. The student demonstrates a personal commitment to honoring the wishes of the patients.
 - f. The student functions well within a health care team.
 - g. The student is sensitive to the needs, feelings, and wishes of the health care team members.
-
-
-

4. Upholding the Medical Student Statement of Principles

- a. Maintaining honesty
 - b. Contributing to an atmosphere conducive to learning
 - c. Respecting the diversity of race, gender, religion, sexual orientation, age, disability or socioeconomic status
 - d. Resolving conflicts in a manner that respects the dignity of every person involved
 - e. Using professional language and being mindful of the environment
 - f. Protecting patient confidentiality
 - g. Dressing in a professional manner
-
-
-

5. Please comment on an appropriate plan of action to pursue when counseling the student.

This section is to be completed by the student.

6. My comments are: (optional)

7. I have read this evaluation and discussed it with the clerkship director.

Student Signature

Date