

What is our program's biggest strength related to professionalism?

Strengths identified by faculty were size of the program, relationships with residents and team members and autonomy given to residents. It was also felt that our program has residents more visible due to being unopposed at a rural hospital, therefore they must represent well and demonstrate professionalism.

What is our program's biggest weakness related to professionalism?

Weaknesses identified were related to clear communication of what is expected and what are the repercussions if not professional, inconsistently amongst faculty in addressing concerns, and different standards. The relationship of faculty/residents was identified as a weakness due to when formal feedback is required our approach may be more casual.

What is the most common professionalism issue/concerns do you see among residents?

Faculty identified recognition of lapses and accountability for those lapses in professionalism as a concern. Faculty felt residents lack responsibility for their patients, identifying punctuality and documentation as an overall concern.

What is your biggest barrier to addressing professionalism concerns when they arise?

A primary answer by faculty was discomfort with conflict and not having concrete information, rather than "hear say". Faculty felt the relationship they have with the residents is also a barrier to addressing concerns.

What is the program's biggest barrier to addressing professionalism concerns?

Consistency was a primary response by many faculty; lack of consistency between residents, consistent feedback in evaluations not being obtained, and in consistent observations occurring.

In your experience, have you had residents' self-identifying professionalism concerns?

62% of faculty stated that residents do not self-identify professionalism concerns. Faculty felt if identified the most common one was staying on time in clinic or interaction with staff.

How do you think the program does with assessing and addressing professionalism? 1-10 1(Poor) 10 (Excellent)

The average rating was 6.5. Faculty felt as a program we let things build before they are addressed, have a poor evaluation return rate and need to do better with addressing the behaviors. Faculty also felt we are proactive at our meetings in addressing any concerns that arise and as a new program with various experience faculty we are identifying and working on our faults.