

2021-08-26: Professionalism Issues in Medical Student Education

Topic and Questions courtesy of the Association of Directors of Medical Student Education in Psychiatry

The following links were shared during the chat:

- [How Do Medical Schools Identify and Remediate Professionalism Lapses in Medical Students? A Study of U.S. and Canadian Medical Schools - PubMed \(nih.gov\)](#)
- [Twelve tips for addressing medical student and resident physician lapses in professionalism - PubMed \(nih.gov\)](#)
- [Disciplinary action by medical boards and prior behavior in medical school - PubMed \(nih.gov\)](#)
- [Professionalism deficits among medical students: models of identification and intervention - PubMed \(nih.gov\)](#)
- ["Forward feeding" about students' progress: information on struggling medical students should not be shared among clerkship directors or with students' current teachers - PubMed \(nih.gov\)](#)



MedEd Chat (hosted by ACE) @MedEdChat8 hours ago

TOPIC 1: How does your institution manage [#professionalism](#) concerns on clinical rotations? [#MedEdChat](#) [#meded](#)



Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini8 hours ago

@MedEdChat Hi all! PGY-1 in [#MedPeds](#) @WMUMedicine! Welcome back! [#mededchat](#)



COMSEP @COMSEPpediatrics8 hours ago

RT @MedEdChat: TOPIC 1: How does your institution manage [#professionalism](#) concerns on clinical rotations? [#MedEdChat](#) [#meded](#)



COMSEP @COMSEPpediatrics8 hours ago

RT @MedEdChat: If you are tuning in to the [#mededchat](#), remember to use the [#mededchat](#) hashtag and try to answer with the Topic numbers (T1,...



Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini8 hours ago

@MedEdChat Can't say for my current institution, but at my medical school, those concerns were first addressed attending/resident to student, one on one. Usually it ends there. [#mededchat](#)



Gary Beck Dallaghan @GLBDallaghan8 hours ago

@TheRealDSrini @MedEdChat T1 Agreed. That's the first line of action. If it is another student reporting about a student we have an anonymous form that can be submitted [#MedEdChat](#)



Alliance4ClinEd @Alliance4ClinEd8 hours ago

T1 This is a nice study of 93 different med schools about identifying and remediating [#professionalism](#) issues <https://t.co/4o3fIFxkdD> [#MedEdChat](#)



Alliance4ClinEd @Alliance4ClinEd8 hours ago

T1 Of course there is an excellent 12 tips article on addressing [#medstudent](#) professionalism lapses <https://t.co/6TYMWDxdXr> [#MedEdChat](#)



MedEd Chat (hosted by ACE) [@MedEdChat8 hours ago](#)

RT [@Alliance4ClinEd](#): T1 This is a nice study of 93 different med schools about identifying and remediating [#professionalism](#) issues <https://...>



MedEd Chat (hosted by ACE) [@MedEdChat8 hours ago](#)

RT [@Alliance4ClinEd](#): T1 Of course there is an excellent 12 tips article on addressing [#medstudent](#) professionalism lapses <https://t.co/6TYMW...>



Dhruv Srinivasachar MD (he/el/ele.) [@TheRealDSrini8 hours ago](#)

[@GLBDallaghan](#) [@MedEdChat](#) What about reporting from the bottom up (i.e. students reporting professionalism concerns re: residents/attendings)? Considering the whole power dynamic issue... [#mededchat](#)



MedEdBot [@MedEdBot8 hours ago](#)

RT [@MedEdChat](#): The [#mededchat](#) topic & questions will be announced in a moment...for now, please introduce yourselves [#meded](#)



MedEdBot [@MedEdBot8 hours ago](#)

RT [@MedEdChat](#): We will assume that all of your tweets during [#mededchat](#) are your own during this hour unless otherwise stated [#meded](#)



MedEdBot [@MedEdBot8 hours ago](#)

RT [@MedEdChat](#): T1 about to come up in a few moments [#meded](#) [#mededchat](#)



MedEdBot [@MedEdBot8 hours ago](#)

RT [@MedEdChat](#): TOPIC 1: How does your institution manage [#professionalism](#) concerns on clinical rotations? [#MedEdChat](#) [#meded](#)



Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh8 hours ago](#)

[#mededchat](#) Sateesh Arja from Avalon University School of Medicine, Curacao [#meded](#)



MedEd Chat (hosted by ACE) [@MedEdChat8 hours ago](#)

TOPIC 2: Are offenses tracked to determine patterns of behavior? How? [#MedEdChat](#) [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@TheRealDSrini](#) [@MedEdChat](#) T1 Absolutely. That's why you have to have a mechanism in place for students to report such that their identity is protected. It's a delicate dance our Asst Dean of Student Affairs manages [#MedEdChat](#)

Sateesh Arja, M.B.B.S., MHPE, MSPH [@AriaSateesh8 hours ago](#)



[@MedEdChat](#) [#mededchat](#) T1 it should be part of feedback given by faculty members. Faculty members should address whenever they see issues, part of assessments and the last resort is addressing at the level of disciplinary committees, sanctions and finally appropriate deans for that [#meded](#)

Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)



T2 They should be tracked. Papadakis et al showed that [#professionalism](#) issues with physicians could be traced back to med school <https://t.co/6QFN9NqT5W> [#MedEdChat](#)

Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)



[@AriaSateesh](#) [@MedEdChat](#) T1 Are there some violations that are severe enough that they should go right to a disciplinary committee? If so, what are some examples? [#MedEdChat](#)

Dhruv Srinivasachar MD (he/el/ele.) [@TheRealDSrini8 hours ago](#)



[@GLBDallaghan](#) [@AriaSateesh](#) [@MedEdChat](#) I would say any form of bigotry or violence would be automatic go to the disciplinary committee...[#mededchat](#)

Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)



T2 This editorial was written 12 years ago about not feeding forward information about student performance....should that be reconsidered? <https://t.co/GHabiTxGcU> [#MedEdChat](#) [@susanmcox3](#)

Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)



[@TheRealDSrini](#) [@AriaSateesh](#) [@MedEdChat](#) I was also thinking a HIPPA violation....especially since that involves compliance offices [#MedEdChat](#)

Dhruv Srinivasachar MD (he/el/ele.) [@TheRealDSrini8 hours ago](#)



[@GLBDallaghan](#) [@AriaSateesh](#) [@MedEdChat](#) HIPAA but yes...agreed...[#mededchat](#)

Sateesh Arja, M.B.B.S., MHPE, MSPH [@AriaSateesh8 hours ago](#)



[@GLBDallaghan](#) [@MedEdChat](#) [#mededchat](#) T1 I see some issues like that may be a couple of incidences per year. one student shared patient information on social media. It was straight to the disciplinary committee [#meded](#)

Sateesh Arja, M.B.B.S., MHPE, MSPH [@AriaSateesh8 hours ago](#)



[@MedEdChat](#) [#mededchat](#) T2 we do disciplinary issue logs for the entire medical school. It might worth maintaining professional logs too. [#meded](#)



Brenda Roman, MD [@BJBRoman8 hours ago](#)

[@GLBDallaghan](#) [@susanmcox3](#) T2 For the reasons stated earlier that studies professionalism concerns in physicians and found concerns had been there in Med school is an argument that forward feeling should be allowed-not in a punitive way, but with a remediation focus [#mededchat](#)



MedEd Chat (hosted by ACE) [@MedEdChat8 hours ago](#)

RT [@BJBRoman](#): [@GLBDallaghan](#) [@susanmcox3](#) T2 For the reasons stated earlier that studies professionalism concerns in physicians and found con...



Neil Masangkay, MD, MS [@MasangkayNeil8 hours ago](#)

T2: [#mededchat](#) [#meded](#) Our institution (and a few others) have formalized feed forward processes with to better supporting our students who are having trouble -- professional or otherwise. The key is intent, not process!



MedEd Chat (hosted by ACE) [@MedEdChat8 hours ago](#)

TOPIC 3: How do you think bias influences [#professionalism](#) concerns? If so, what strategies could be used to mitigate this bias? [#MedEdChat](#) [#meded](#)



Neil Masangkay, MD, MS [@MasangkayNeil8 hours ago](#)

T3: [#mededchat](#) [#meded](#) Bias is always a concern in feed forward, but approaching the process with the intent to help our students and a learner-centered approach are pivotal!...



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

T3 I have to admit I would hope that bias doesn't influence faculty suggesting a student is unprofessional. Deep down I am certain it does...but t bothers me to think so [#MedEdChat](#)



Neil Masangkay, MD, MS [@MasangkayNeil8 hours ago](#)

T3: [#mededchat](#) [#meded](#) I think the key is to always think about what our students to be best supported. Processes/Policies are there to keep guardrails in place, but it's still about intent!



Kristina Dzara, PhD, MMSc [@KristinaDzara8 hours ago](#)

RT [@MedEdChat](#): TOPIC 3: How do you think bias influences [#professionalism](#) concerns? If so, what strategies could be used to mitigate this b...



Kristina Dzara, PhD, MMSc [@KristinaDzara8 hours ago](#)

RT [@Alliance4ClinEd](#): T1 Of course there is an excellent 12 tips article on addressing [#medstudent](#) professionalism lapses <https://t.co/6TYMW...>



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)

[@MasangkayNeil](#) T3 Excellent point. I did work with a clerkship director years ago that seemed to target students he'd heard did poorly on other rotations. Made my job challenging and certainly impacted student learning! [#MedEdChat](#)



MedEd Chat (hosted by ACE) [@MedEdChat7 hours ago](#)

RT [@MasangkayNeil](#): T3: [#mededchat](#) [#meded](#) I think the key is to always think about what our students to be best supported. Processes/Polici...



NMasangkay [@masangkay_n7 hours ago](#)

[@GLBDallaghan](#) [@MasangkayNeil](#) [#mededchat](#) Our institution (UAMS) is lucky to have a group of student-centered clerkship directors that aim to maximize student growth. I know a few places (University of Colorado, UC-Davis, & UT-SA for example) that have similar leadership!



Brenda Roman, MD [@BJBRoman7 hours ago](#)

[@MedEdChat](#) T3. Remaining focused on facts hopefully can help-but biases do exist. Discussing observations with peers may be helpful in mitigating that bias Studies that show that what the older generations consider cheating is not the same as Gen Z-that creates challenges. [#mededchat](#)



Sateesh Arja, M.B.B.S., MHPE, MSPH [@AriaSateesh7 hours ago](#)

[@MedEdChat](#) [#mededchat](#) Bias should not influence the faculty giving feedback on professionalism. It is good to have faculty development activities on how to assess professional behaviors and giving feedback on it. Actually faculty having time to give feedback itself is a big thing [#meded](#)



MedEd Chat (hosted by ACE) [@MedEdChat7 hours ago](#)

RT [@AriaSateesh](#): [@MedEdChat](#) [#mededchat](#) Bias should not influence the faculty giving feedback on professionalism. It is good to have faculty...



MedEd Chat (hosted by ACE) [@MedEdChat7 hours ago](#)

TOPIC 4: What specific types of [#professionalism](#) remediation plans/programs does your institution have in place? [#MedEdChat](#) [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)

T4 I think much of the remediation is handled on a case-by-case basis....which is good. One size does not fit all where issues like this are concerned. [#MedEdChat](#)



Neil Masangkay, MD, MS [@MasangkayNeil7 hours ago](#)

[@BJBRoman](#) [@MedEdChat](#) Agreed, re: facts & primary data! I think a benefit of a feed forward process is create an official flow of info and avoid rumor-mongering, even if "well-intentioned". [#mededchat](#)



Dhruv Srinivasachar MD (he/el/ele.) [@TheRealDSrini7 hours ago](#)

[@MedEdChat](#) Professionalism concerns against minority trainees (not cishet abled white males) should be viewed very skeptically, ensuring they're not thinly veiled attempts to "put in their place" a trainee. Have frank discussions re: the issue, & have minority faculty as allies [#mededchat](#)



Alliance4ClinEd [@Alliance4ClinEd7 hours ago](#)

T4 Sadly, there have been reports related to [#professionalism](#) for years (such as this one) and still we are constantly having to address this problem <https://t.co/xrTubGPBZI> [#MedEdChat](#) [@BJBRoman](#)



MedEd Chat (hosted by ACE) [@MedEdChat7 hours ago](#)

RT [@TheRealDSrini](#): [@MedEdChat](#) Professionalism concerns against minority trainees (not cishet abled white males) should be viewed very skept...



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)

[@Alliance4ClinEd](#) [@BJBRoman](#) T4 My cynical question pertaining to this article is the notion that policies/rules exist....but do the medical schools actually follow them? If they bend so much, is it any wonder why [#professionalism](#) issues are a constant source of consternation? [#MedEdChat](#)



Michelle RM Warncke, MBBS MSc (she/her) [@MoshiRMW7 hours ago](#)

RT [@TheRealDSrini](#): [@MedEdChat](#) Professionalism concerns against minority trainees (not cishet abled white males) should be viewed very skept...



MedEd Chat (hosted by ACE) [@MedEdChat7 hours ago](#)

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts [#meded](#) [#mededchat](#)



David Lewandowski [@DaveLewMD7 hours ago](#)

[@MedEdChat](#) T3: the previous comments are key points that I was taught today and sharing with you. We must continually learn, be humble, and self reflect on what we can do better for our learners and patients and minimize our inherent bias. [#mededchat](#)



Neil Masangkay, MD, MS [@MasangkayNeil7 hours ago](#)

T4: [#mededchat](#) Not one-size-fits all -- More like finding a diagnosis and then appropriate treatment. Sometimes disciplinary action is needed, but I bet many of us uncover non-academic issues (social, mental health) when we really listen to our students.



Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh7 hours ago](#)

[@MedEdChat](#) [#mededchat](#) T4vThe best remediation is addressing them immediately if faculty see any unwanted behaviors. The same principles for any feedback is being specific and within time [#mede](#)



MedEd Chat (hosted by ACE) [@MedEdChat7 hours ago](#)

That's a wrap...I will post the [#mededchat](#) transcript tomorrow morning on <https://t.co/mJivoK9NyX>. Thanks everyone for participating! [#meded](#)



MedEd Chat (hosted by ACE) [@MedEdChat7 hours ago](#)

Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email [#meded](#) [#mededchat](#)



Med Student Bot [@MedStudent_Bot](#) 7 hours ago

RT [@MedEdChat](#): We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts [#meded](#) [#mededchat](#)



Med Student Bot [@MedStudent_Bot](#) 7 hours ago

RT [@MedEdChat](#): That's a wrap...I will post the [#mededchat](#) transcript tomorrow morning on <https://t.co/mJivoK9NyX>. Thanks everyone for parti...



Med Student Bot [@MedStudent_Bot](#) 7 hours ago

RT [@MedEdChat](#): Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email [#meded](#) [#mededchat](#)



Dhruv Srinivasachar MD (he/el/ele.) [@TheRealDSrini](#) 7 hours ago

[@MedEdChat](#) Professionalism goes both ways and a lot has changed in what is considered "professional". Learn from [#medbikini](#) and countless other examples and be careful in discussing these issues. [#mededchat](#)



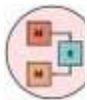
MedEdBot [@MedEdBot](#) 7 hours ago

RT [@MedEdChat](#): That's a wrap...I will post the [#mededchat](#) transcript tomorrow morning on <https://t.co/mJivoK9NyX>. Thanks everyone for parti...



MedEdBot [@MedEdBot](#) 7 hours ago

RT [@MedEdChat](#): Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email [#meded](#) [#mededchat](#)



MedEd Models [@MedEdModels](#) 7 hours ago

[@MedEdChat](#) T3: Professionalism in medicine emerged from a cis white het men milieu. Perhaps we could ask: how do we deconstruct professionalism models *entirely* and re-build them to embrace the preexisting identities and social discourses our learners bring to their training [#MedEdChat](#)



Jen Readlynn, MD, FHM (she/her) [@jenreadlynn](#) 6 hours ago

RT [@MedEdModels](#): [@MedEdChat](#) T3: Professionalism in medicine emerged from a cis white het men milieu. Perhaps we could ask: how do we decons...



Tim Dyster [@timdyster](#) 6 hours ago

RT [@MedEdModels](#): [@MedEdChat](#) T3: Professionalism in medicine emerged from a cis white het men milieu. Perhaps we could ask: how do we decons...



Sue M Cox [@susanmcox](#) 35 hours ago

RT [@BJBRoman](#): [@GLBDallaghan](#) [@susanmcox](#) T2 For the reasons stated earlier that studies professionalism concerns in physicians and found con...



Zakia Dimassi [@ZakiaDimassiMD](#) 3 hours ago

[@MedEdChat](#) T3: with constructs about people coming from various backgrounds & how this could potentially turn into stereotyping, one can fall into the trap of misconstruing the others' actions as "intentionally" unprofessional, while in fact they stem out of lack of awareness. [#mededchat](#)



Linda Audie @punkoreosmoman hour ago

Please click on the below link to help with life sustaining medication for throat cancer, copd,heartfailure. A \$25 donation helps. #Doctors #nurses #Pharmaceutical #meditation #mededchat #Read #media #POTUS #technology #education #edtech #mentalhealth <https://t.co/uLkgQCFvav> <https://t.co/Trha80Gokg>



Mental Health @MentalHRetweetan hour ago

RT @punkoreosmom: Please click on the below link to help with life sustaining medication for throat cancer, copd,heartfailure. A \$25 donati...



Meditation @MeditationBot an hour ago

RT @punkoreosmom: Please click on the below link to help with life sustaining medication for throat cancer, copd,heartfailure. A \$25 donati...

The #MedEdChat Influencers

Top 10 Influential



[@MedEdChat](#) 100



[@GLBDallaghan](#) 66



[@AriaSateesh](#) 48



[@susanmcox3](#) 38



[@TheRealDSrini](#) 36



[@BJBRoman](#) 35



[@Alliance4ClinEd](#) 31



[@MasangkayNeil](#) 30



[@WMUMedicine](#) 20



[@MedEdModels](#) 12

Prolific Tweeters



[@MedEdChat](#) 13



[@GLBDallaghan](#) 10



[@TheRealDSrini](#) 7



[@AriaSateesh](#) 6



[@MedEdBot](#) 6



[@MasangkayNeil](#) 5



[@MedStudent_Bot](#) 3



[@Alliance4ClinEd](#) 3



[@BJBRoman](#) 2



[@KristinaDzara](#) 2

Highest Impressions



[@MedEdChat](#) 119.1K



[@MedEdBot](#) 18.5K



[@GLBDallaghan](#) 17.8K



[@KristinaDzara](#) 13.7K



[@TheRealDSrini](#) 11.4K



[@MentalHRetweet](#) 5.0K



[@COMSEPediatrics](#) 3.0K



[@ZakiaDimassiMD](#) 2.8K



[@Alliance4ClinEd](#) 2.1K



[@jenreadlynn](#) 1.7K

The Numbers

203.870K Impressions

70 Tweets

22 Participants

9 Avg Tweets/Hour

3 Avg Tweets/Participant

Twitter data from the [#MedEdChat](#) hashtag from Thu, August 26th 2021, 9:05PM to Fri, August 27th 2021, 5:00AM (America/New_York) – Symplur.