Teaching Professionalism and Business Topics to Medical Physics and Radiation Oncology Residents

Todd Pawlicki, PhD
Professor and Vice Chair
Radiation Medicine & Applied Sciences

UC San Diego Health

RETHINKING MEDICAL PHYSICS
Professionalism
### Six Competencies for Medical Physics

<table>
<thead>
<tr>
<th>Competency</th>
<th>Description</th>
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<tbody>
<tr>
<td>Medical Knowledge</td>
<td>The diplomat has sufficient knowledge of medical physics to practice in a clinical environment.</td>
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<tr>
<td>Patient care and procedural skills</td>
<td>The diplomat interacts well with patients to the extent necessary in his or her practice. He or she has the skills necessary to make medical physics measurements required in the practice environment.</td>
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<tr>
<td>Interpersonal and communication skills</td>
<td>The diplomat is able to communicate well with physicians, technologists, and service personnel. The diplomat communicates in a professional environment.</td>
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<tr>
<td>Practice-based learning and improvement</td>
<td>The diplomat learns new skills and reviews established skills as required for the safe and effective practice of medical physics. The diplomat works to improve quality and safety of the practice(s) in which he or she participates.</td>
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<tr>
<td>Systems-based practice</td>
<td>The diplomat is knowledgeable about the environment in which he or she practices and is respectful of the roles of other individuals in the practice environment.</td>
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<tr>
<td>Professionalism</td>
<td>The diplomat practices in a respectful and ethical manner.</td>
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Professionalism and ACGME

Professionalism

Residents must demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles.
ACGME Core Competencies

Professionalism

- Compassion, integrity, and respect for others
- Responsiveness to patient needs that supersedes self-interest
- Respect for patient privacy and autonomy
- Accountability to patients, society, and the profession
- Respect and responsiveness to diverse patient populations
- Ability to recognize and develop a plan for one’s own well-being
- Appropriately disclosing and addressing conflict or duality of interest
ACGME Core Competencies

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Another ACGME Core Competency

Systems-based Practice

Advocating for quality patient care and optimal patient care systems

Working in inter-professional teams to enhance patient safety and improve patient care quality

Understanding health care finances and its impact on individual patients’ health decisions
A set of behaviors, enabled by a specific set of skills.

Allows for an explicit growth and development model that can be learned by anyone under the right conditions.

Experiential learning – replace or amplify real life experience with guided experiences.

Encourage self-reflection and promote ‘mindfulness’ or ‘reflective practice’

**Title:** Leadership & Professionalism

**Trainees:** Physics and Medical Residents.

**Goal:** To provide residents with practical information that is not found in any textbook or other source.

**Format:** Guided discussion, minimal class preparation

**Frequency:** Monthly
Which topics to teach?

Review literature and on-line content

Focus on patterns of behavior or a single egregious incident

Look at your own past, things you could have done better
Topics in Professionalism

Professional Relationships
- Being a team player, accessibility, humility, etc.
- Working with vendors and industry
- Interacting with colleagues up, down, and across

Being a Leader
- How to delegate up, down, and across
- Transparency, fairness, and equity
- Diversity, inclusion, and culture
Other ACGME Core Competencies

Systems-based Practice

- Advocating for quality patient care and optimal patient care systems
- Working in inter-professional teams to enhance patient safety and improve patient care quality
- Understanding health care finances and its impact on individual patients’ health decisions
Topics in Business

- Staffing Levels and Productivity
- Compensation
- New Program Startup
- Satellites & Affiliations
- Department Funding
- Business Development
- Contracting
- Billing & Collections
- Research & Training
Topics in Business

Compensation
- Determining how much to pay physicians
- Determining how much to pay physicists
- Creating an incentive bonus plan for both

New Program Startup
- Defining the scope of the program
- Creating a business plan
- Developing an implementation plan
Other ACGME Core Competencies

Systems-based Practice

Advocating for quality patient care and optimal patient care systems

Working in inter-professional teams to enhance patient safety and improve patient care quality

Understanding health care finances and its impact on individual patients’ health decisions
Advocating
Determine what professionalism topics to teach

Determine how you will assess trainee understanding

Encourage self-reflection so that trainees internalize concepts of professionalism and express those in behaviors
Thank you!