

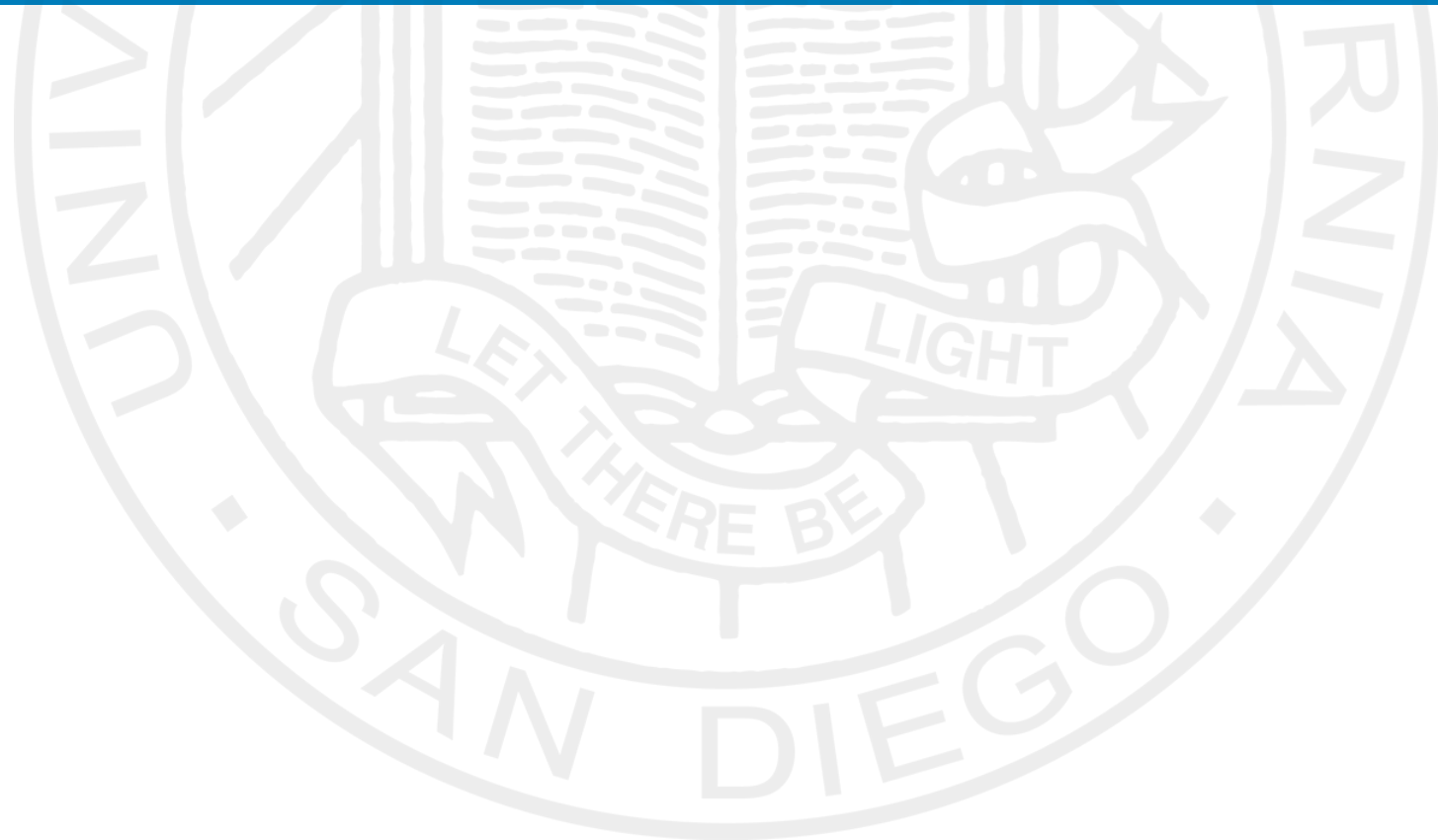
# Teaching Professionalism and Business Topics to Medical Physics and Radiation Oncology Residents

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**UC San Diego Health**

RETHINKING MEDICAL PHYSICS





# Professionalism and ABR

Competency	Description
Medical Knowledge	The diplomat has sufficient knowledge of medical physics to practice in a clinical environment
Patient care and procedural skills	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.
Interpersonal and communication skills	The diplomat is able to communicate well with physicians, technologists, and service personnel. The diplomat communicates in a professional environment.
Practice-based learning and improvement	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.
Systems-based practice	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.
Professionalism	The diplomat practices in a respectful and ethical manner.

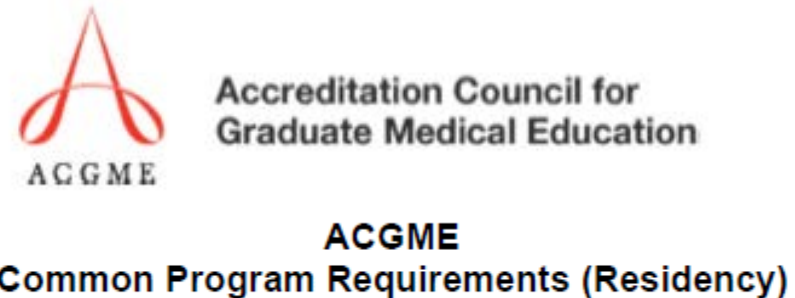


## Six Competencies for Medical Physics

# 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



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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



# Systems-Based View of Professionalism

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.

Lesser *et al.* A Behavioral and Systems View of Professionalism.  
JAMA. 2010; 304(24): 2732-7.





# Effectively Teaching Professionalism

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

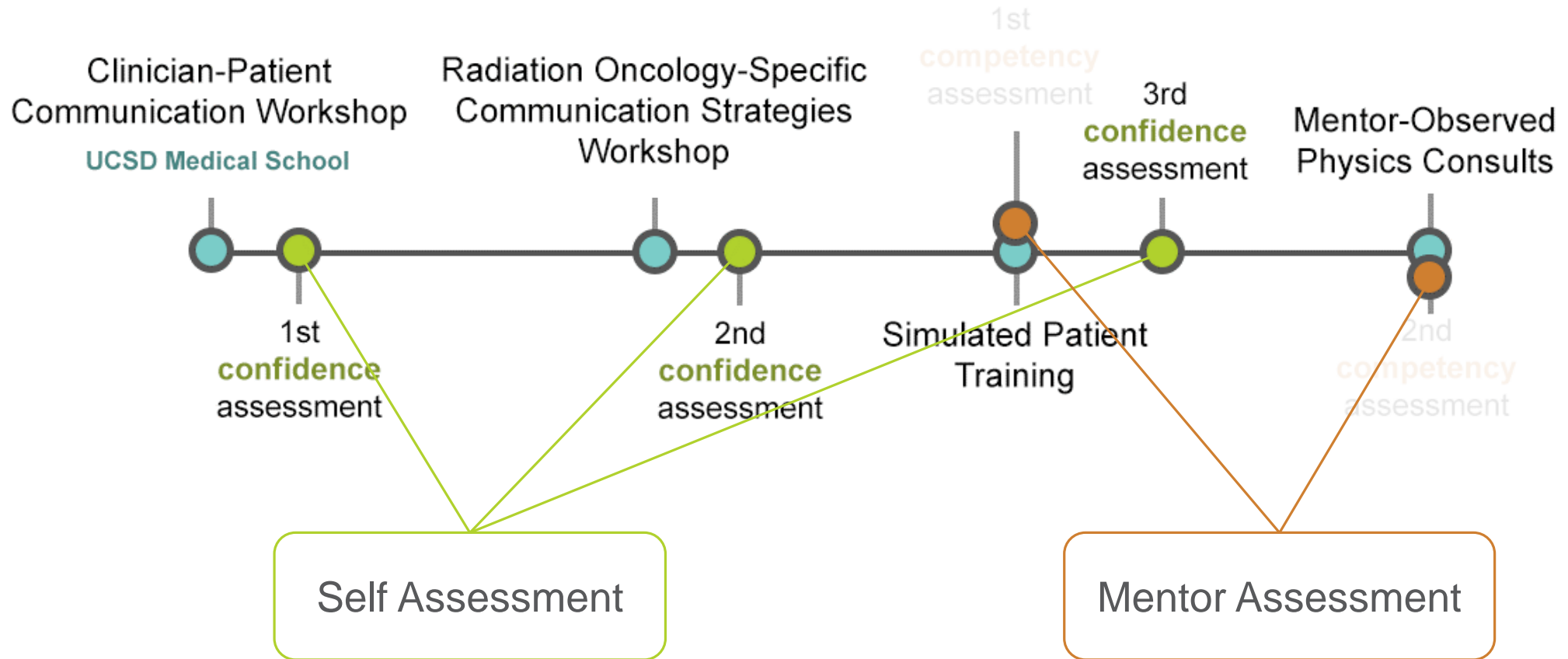
Encourage self-reflection and promote ‘mindfulness’ or ‘reflective practice’

Cruess and Cruess. Teaching professionalism: general principles. Medical Teacher. 2006; 28(3): 205–8.

# Professionalism & Communication



# Assessment



Brown *et al.* A program to train medical physicists for direct patient care responsibilities. JACMP. 2018; 16(6): 332–5.

# A Professionalism Course

**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

Job Search

Early Career

Mid/Late Career

Presentations

Publications, Journals,  
Books, & Chapters

Residency & Training

Mentee, Mentorship,  
& Sponsorship

Professional Societies

Work & Life Balance

Professional  
Relationships

Meetings

Being a Leader

# 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

Satellites & Affiliations

Contracting

Compensation

Department Funding

Billing & Collections

New Program Startup

Business  
Development

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

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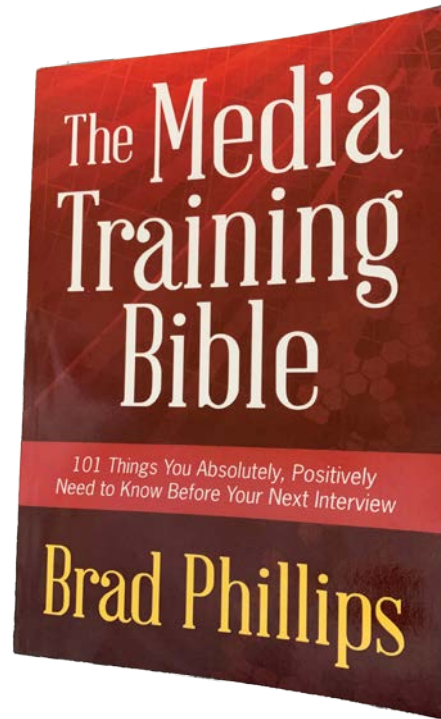
Understanding health care finances and its impact on individual patients' health decisions

# Advocating



Media Training – Media Consulting – Media Relations

## ASTRO MEDIA TRAINING JUNE 24, 2018 7:30 A.M. – 12:30 P.M.



- 6:45 – 7:30 Breakfast
- 7:30 – 7:40 Introduction and Welcome
- 7:40 – 8:10 The Five Things Great Media Spokespersons Know
- 8:10 – 8:35 Messages and Message Supports, Message Review
- Stories
  - Statistics
  - Sound Bites
- 8:35 – 8:50 On-Camera Demonstration Interview, One Volunteer (Message)
- 8:50 – 10:00 On-Camera Exercise One (Half of Group with Brad; Half with Christina)**
- 10:00 – 10:15 COFFEE BREAK
- 10:15 – 10:45 Answering the Tough Questions, Tabletop Exercise
- The ATMs
  - Reframing
- 10:45 – 11:00 Body Language
- 11:00 – 11:10 On-Camera Demonstration Interview, One Volunteer (Body Language)
- 11:10 – 12:20 On-Camera Exercise Two (Half of Group with Brad; Half with Christina)**

# Summary

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

# UC San Diego Health

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**Thank you!**