



DEPARTMENT OF THE AIR FORCE
59TH MEDICAL WING (AETC)
JOINT BASE SAN ANTONIO - LACKLAND TEXAS

19 APR 2016

MEMORANDUM FOR 59 MDW/GE
ATTN: COL WILLIAM N HANNAH

FROM: 59 MDW/SGVU

SUBJECT: Professional Presentation Approval

1. Your paper, entitled **Lapses in Professionalism: A Structured Approach to unmask and Address the Problems** presented at/published to the **Academy for Professionalism in Health Care 4th Annual Conference, Philadelphia, PA 28-30 April 2016** with MDWI 41-108, and has been assigned local file #**16149**.
2. Pertinent biographic information (name of author(s), title, etc.) has been entered into our computer file. Please advise us (by phone or mail) that your presentation was given. At that time, we will need the date (month, day and year) along with the location of your presentation. It is important to update this information so that we can provide quality support for you, your department, and the Medical Center commander. This information is used to document the scholarly activities of our professional staff and students, which is an essential component of Wilford Hall Ambulatory Surgical Center (WHASC) internship and residency programs.
3. Please know that if you are a Graduate Health Sciences Education student and your department has told you they cannot fund your publication, the 59th Clinical Research Division may pay for your basic journal publishing charges (to include costs for tables and black and white photos). We cannot pay for reprints. If you are 59 MDW staff member, we can forward your request for funds to the designated wing POC.
4. Congratulations, and thank you for your efforts and time. Your contributions are vital to the medical mission. We look forward to assisting you in your future publication/presentation efforts.

Linda Steel-Goodwin

LINDA STEEL-GOODWIN, Col, USAF, BSC
Director, Clinical Investigations & Research Support

PROCESSING OF PROFESSIONAL MEDICAL RESEARCH/TECHNICAL PUBLICATIONS/PRESENTATIONS

1. TO: CLINICAL RESEARCH	2. FROM: (Author's Name, Rank, Grade, Office Symbol) William N. Hannah, Jr., Col, USAF, 59 MDW/GE	3. GME/GHSE STUDENT: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	4. PROTOCOL NUMBER:
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5. PROTOCOL TITLE: (NOTE: For each new release of medical research or technical information as a publication/presentation, a new 59 MDW Form 3039 must be submitted for review and approval.)

6. TITLE OF MATERIAL TO BE PUBLISHED OR PRESENTED:
Lapses in Professionalism: A Structured Approach to unMASK and Address the Problems

7. FUNDING RECEIVED FOR THIS STUDY? YES NO FUNDING SOURCE:

8. DO YOU NEED FUNDING SUPPORT FOR PUBLICATION PURPOSES: YES NO

9. IS THIS MATERIAL CLASSIFIED? YES NO

10. IS THIS MATERIAL SUBJECT TO ANY LEGAL RESTRICTIONS FOR PUBLICATION OR PRESENTATION THROUGH A COLLABORATIVE RESEARCH AND DEVELOPMENT AGREEMENT (CRADA), MATERIAL TRANSFER AGREEMENT (MTA), INTELLECTUAL PROPERTY RIGHTS AGREEMENT ETC.? YES NO NOTE: If the answer is YES then attach a copy of the Agreement to the Publications/Presentations Request Form.

11. MATERIAL IS FOR: DOMESTIC RELEASE FOREIGN RELEASE
CHECK APPROPRIATE BOX OR BOXES FOR APPROVAL WITH THIS REQUEST. ATTACH COPY OF MATERIAL TO BE PUBLISHED/PRESENTED.

11a. PUBLICATION/JOURNAL (List intended publication/journal.)

11b. PUBLISHED ABSTRACT (List intended journal.)

11c. POSTER (To be demonstrated at meeting: name of meeting, city, state, and date of meeting.)

11d. PLATFORM PRESENTATION (At civilian institutions: name of meeting, state, and date of meeting.)
Academy for Professionalism in Health Care 4th Annual Conference, Philadelphia, PA, April 28-30, 2016

11e. OTHER (Describe: name of meeting, city, state, and date of meeting.)

12. EXPECTED DATE WHEN YOU WILL NEED THE CRD TO SUBMIT YOUR CLEARED PRESENTATION/PUBLICATION TO DTIC
NOTE: All publications/presentations are required to be placed in the Defense Technical Information Center (DTIC).

DATE

13. 59 MDW PRIMARY POINT OF CONTACT (Last Name, First Name, M.I., email) Hannah, Jr., William N, william.n.hannah.mil@mail.mil	14. DUTY PHONE/PAGER NUMBER 916-5756
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15. AUTHORSHIP AND CO-AUTHOR(S) List in the order they will appear in the manuscript.			
LAST NAME, FIRST NAME AND M.I.	GRADE/RANK	SQUADRON/GROUP/OFFICE SYMBOL	INSTITUTION (If not 59 MDW)
a. Primary/Corresponding Author Jennifer C. Thompson		Civilian	Orlando VAMC
b. Erica N. Johnson		Civilian	Johns Hopkins University
c. William N. Hannah, Jr.	Col	59 MDW/GE	
d.			
e.			
f.			

I CERTIFY ANY HUMAN OR ANIMAL RESEARCH RELATED STUDIES WERE APPROVED AND PERFORMED IN STRICT ACCORDANCE WITH 32 CFR 219, AFMAN 40-401_IP, AND 59 MDWI 41-108. I HAVE READ THE FINAL VERSION OF THE ATTACHED MATERIAL AND CERTIFY THAT IT IS AN ACCURATE MANUSCRIPT FOR PUBLICATION AND/OR PRESENTATION.

16. AUTHOR'S PRINTED NAME, RANK, GRADE William N. Hannah, Jr., Col, USAF	17. AUTHOR'S SIGNATURE HANNAH, WILLIAM N JR. 10841981 <small>Digitally signed by William N. Hannah, Jr., Col, USAF, 59 MDW/GE, DN: cn=William N. Hannah, Jr., o=USAF, ou=59 MDW/GE, email=william.n.hannah.mil@mail.mil, c=US</small>	18. DATE March 30, 2016
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19. APPROVING AUTHORITY'S PRINTED NAME, RANK, TITLE Woodson S. Jones, Dean, SAUSHEC	20. APPROVING AUTHORITY'S SIGNATURE JONES, WOODSON S. 1131484239 <small>Digitally signed by Woodson S. Jones, DN: cn=Woodson S. Jones, o=SAUSHEC, ou=SAUSHEC, email=woodson.s.jones@saushec.af.mil, c=US</small>	21. DATE March 30, 2016
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PROCESSING OF PROFESSIONAL MEDICAL RESEARCH/TECHNICAL PUBLICATIONS/PRESENTATIONS

1st ENDORSEMENT (59 MDW/SGVU Use Only)

TO: Clinical Research Division 59 MDW/CRD Contact 292-7141 for email instructions.	22. DATE RECEIVED 3/30/2016	23. ASSIGNED PROCESSING REQUEST FILE NUMBER 16149
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24. DATE REVIEWED 5 Apr 2016	25. DATE FORWARDED TO 502 ISG/JAC
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26. AUTHOR CONTACTED FOR RECOMMENDED OR NECESSARY CHANGES: NO YES If yes, give date. 5 Apr 2016 N/A

27. COMMENTS APPROVED DISAPPROVED
The article is approved. The author added the DoD disclaimer.

28. PRINTED NAME, RANK/GRADE, TITLE OF REVIEWER Rocky Calcote, PhD, Clinical Research Administrator	29. REVIEWER SIGNATURE CALCOTE.ROCKY D 1178245844 <small>Digitally signed by Rocky Calcote, DN: cn=Rocky D Calcote, ou=59 MDW/CRD, ou=USAF, email=rocky.d.calcote@us.af.mil, c=US Date: 2016.04.18 14:02:16 -0500</small>	30. DATE
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2nd ENDORSEMENT (502 ISG/JAC Use Only)

31. DATE RECEIVED	32. DATE FORWARDED TO 59 MDW/WA
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33. COMMENTS APPROVED (In compliance with security and policy review directives.) DISAPPROVED
The article included the required disclaimer. There do not appear to be any conflict of interest issues.

34. PRINTED NAME, RANK/GRADE, TITLE OF REVIEWER Heather Slawson, 1Lt, Assistant Staff Judge Advocate	35. REVIEWER SIGNATURE SLAWSON HEATHER M. 15189367 <small>Digitally signed by Heather M. Slawson, DN: cn=Heather M. Slawson, ou=502 ISG/JAC, ou=USAF, email=heather.m.slawson@us.af.mil, c=US Date: 2016.04.18 11:39:13 -0500</small>	36. DATE 11 Apr 16
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3rd ENDORSEMENT (59 MDW/WA Use Only)

37. DATE RECEIVED 13-Apr-16	38. DATE FORWARDED TO 59 MDW/SGVU 18-Apr-16
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39. COMMENTS APPROVED (In compliance with security and policy review directives.) DISAPPROVED

40. PRINTED NAME, RANK/GRADE, TITLE OF REVIEWER Kevin Inuma, SSgt/E5, 59MDW Public Affairs	41. REVIEWER SIGNATURE INUMA,KEVIN.MITSUGU.1 296227613 <small>Digitally signed by INUMA,KEVIN.MITSUGU.1, DN: cn=US, o=U.S. Government, ou=DoD, ou=PR, ou=USAF, email=INUMA,KEVIN.MITSUGU.1@296227613, Date: 2016.04.18 14:02:16 -0500</small>	42. DATE 18-Apr-16
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4th ENDORSEMENT (59 MDW/SGVU Use Only)

43. DATE RECEIVED	44. SENIOR AUTHOR NOTIFIED BY PHONE OF APPROVAL OR DISAPPROVAL <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> COULD NOT BE REACHED <input type="checkbox"/> LEFT MESSAGE
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45. COMMENTS APPROVED DISAPPROVED

46. PRINTED NAME, RANK/GRADE, TITLE OF REVIEWER	47. REVIEWER SIGNATURE	48. DATE
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Academy for
Professionalism in
Health Care

Academy for Professionalism in Health Care

4th Annual Conference

April 28-30, 2016

Philadelphia, PA

Hilton Philadelphia at Penn's Landing

Theme: "Creating Cultures of Professionalism: Education, Assessment, Accreditation"

APHC Conference Proposal Form: Presenter Information (page 1 of 3)

Presentation title:

Lapses in Professionalism: A Structured Approach to unMASK and Address the Problems

Primary presenter:

Name (as to appear on the program):

Jennifer C. Thompson

Credentials (as to appear on the program): MD

Institutional affiliation (as to appear on the program):

Orlando Veterans Affairs Medical Center

Contact information—email and phone number (will not appear in the program):

jennifer.thompson6@va.gov
Tel: 301-806-8697

Co-presenters: (each presentation may have up to four co-presenters; contact information will not appear in the program)

1. Name (as to appear on the program):

Erica N. Johnson

Credentials (as to appear on the program): MD

Institutional affiliation (as to appear on the program):

Johns Hopkins University

Contact information—email and phone number (will not appear in the program):

ejohn144@jhmi.edu
Tel: 443-756-0905

2. Name (as to appear on the program):

William N. Hannah, Jr.

Credentials (as to appear on the program): MD

Institutional affiliation (as to appear on the program):

San Antonio Uniformed Services Health Education Consortium

Contact information—email and phone number (will not appear in the program):

william.n.hannah.mil@mail.mil

Tel: 228-326-4733



Academy for Professionalism in Health Care

4th Annual Conference

April 28-30, 2016

Philadelphia, PA

Hilton Philadelphia at Penn's Landing

Theme: "Creating Cultures of Professionalism: Education, Assessment, Accreditation"

APHC Conference Proposal Form: Presenter Information (page 2 of 3)

Co-presenters: (each presentation may have up to four co-presenters; contact information will not appear in the program)

3. Name (as to appear on the program):

Credentials (as to appear on the program):

Institutional affiliation (as to appear on the program):

Contact information—email and phone number (will not appear in the program):

4. Name (as to appear on the program):

Credentials (as to appear on the program):

Institutional affiliation (as to appear on the program):

Contact information—email and phone number (will not appear in the program):



Academy for Professionalism in Health Care 4th Annual Conference

**April 28-30, 2016
Philadelphia, PA**

Hilton Philadelphia at Penn's Landing

Theme: "Creating Cultures of Professionalism: Education, Assessment, Accreditation"

APHC Conference Proposal Form: Presenter Information (page 3 of 3)

****For the sake of blind review, please do not include any identifying information in portion of the proposal****

Presentation title:

Lapses in Professionalism: A Structured Approach to unMASK and Address the Problems

Presentation type (please indicate whether an **Oral, Panel, Workshop or Poster** presentation):

Workshop presentation

For those who selected "Oral," "Panel," or "Workshop," would you be willing to present your work as a poster? Yes

2-3 Learning objectives:

Objective 1:

Recognize unprofessional conduct that results from academic deficiencies that may be amenable to remediation

Objective 2:

Utilize a structured approach to identify and address underlying deficiencies that may result in an episode of unprofessional conduct

Objective 3:

Devise a strategy to address unprofessional conduct in the cases presented for discussion

Abstract (250-500 words. Submissions with multiple presenters should briefly describe each person's contribution):

Professionalism problems are ubiquitous in GME training programs, and yet they are often among the most challenging issues to address. Unlike deficiencies in the other core competencies, often it is not clear if remediation of professionalism is possible or how a remediation plan should be developed and implemented. Since professional conduct encompasses a complex set of attitudes and values, medical educators are often faced with making difficult, value-based decisions regarding the action(s) to take when a trainee demonstrates a lapse in this essential domain of medical practice. In some instances, it is necessary to balance a trainee's future career potential against the mandate of patient safety and public trust.

This workshop will introduce a simple yet structured approach to dissect the professionalism problem into its component parts. The approach, which uses the mnemonic "MASK", first makes the important distinction between willful misconduct and academic deficiencies. For problems that fall in the latter realm, techniques to identify and differentiate deficiencies in knowledge, skills, and attitudes will be discussed along with specific strategies for addressing each deficient component as it relates to an episode of unprofessional conduct.

A series of real life cases that involve unprofessional conduct will then be presented, and participants will break into small groups to identify the component deficiencies with the goal of generating a comprehensive and individualized plan for addressing the unprofessional episode. Facilitated large group discussion will be used to share strategies and solutions, and participants will be provided with resources that can be accessed when they face professionalism problems at their home institutions.

Contributions:

Dr. Thompson will introduce and describe a structured approach to professionalism problems along with strategies for addressing various types of deficiency.

Dr. Johnson and Dr. Hannah will describe a series of cases and facilitate small group discussion among participants to generate a remediation plan for each case.

Dr. Thompson will facilitate large group discussions to share strategies and solutions.

Disclaimer:

The views expressed are those of the presenters and do not reflect the official views of the Department of Defense or its Components.