Process for Faculty Remediation due to Professionalism Related Concerns

Effective Date: January 1, 2019

Responsible University Official: Robert W. Wilmott, Vice Dean of Medical Affairs, School of Medicine

In cases of unprofessionalism and mistreatment¹ by a faculty member in the learning environment, action steps will be taken as outlined below. If or when a situation is deemed egregious by the Office of Professional Oversight, Learning Environment Committee, or Associate Deans, the process below could be accelerated.

overall learning environment, this process may be accelerated.

Process & Confidentiality:

When the Office of Professional Oversight (OPO) receives a report of unprofessionalism and/or mistreatment by a faculty member that impacts the learning environment, the Director of the OPO will contact the reporting party, request additional information, and outline the steps associated with investigating the report. Once this initial investigation is concluded, the Director of the OPO will contact the reporting party and engage with the faculty member consistent with the level of concern as outlined below. The Director of the OPO will also follow up in a timely manner with the reporting party (typically 30 days or less).

While confidentiality remains a priority throughout the process, it should be noted that for any level of concern or step in the process, reports may be forwarded as necessary

Suspension of services, limited responsibilities, suspension of pay, non-renewal of contract and $termination^{2,3}$

Level 1 Concern:

Isolated Incident (low risk/harm): Defined as minimal risk to members of the learning environment.

faculty member, Chair and Associate Dean for Faculty Affairs. The direct supervisor would be