



PBI Medical Ethics and Professionalism

**AN ETHICS PROTECTION, VIOLATION PREVENTION
COURSE**

Year Round Availability

**IN JOINT PROVIDERSHIP WITH THE UNIVERSITY OF
CALIFORNIA, IRVINE SCHOOL OF MEDICINE**



22 CME CREDIT HOURS COURSE*
APPROVED FOR AMA PRA CATEGORY 1 CREDITS™

***ADDITIONAL 12 CREDITS AVAILABLE THROUGH WEEKLY POST-COURSE
TELECONFERENCES FOR INCREASED ACCOUNTABILITY AND ENHANCED
FOLLOW-UP.**

Produced by
PBI Education, a trade name of Professional Boundaries, Inc.

Faculty for this course is selected by PBI and approved by the University of California, Irvine School of Medicine Office of Continuing Medical Education

Course Objectives

Upon completion, participants should:

- Comply with standards of practice, codes of ethics, and state statutes
- Improve clinical decision making by minimizing negative influencers
- Adhere to professional ethics with resultant improvements in professional-patient interaction, which can improve clinical outcomes
- Reduce their potential transgressions through the development of systems that can be implemented into clinical practice
- Become aware of the early warning signs indicative of ethical dilemmas and boundary problems
- Create and implement a tiered Protection Plan to maintain appropriate boundaries

Course Schedule & Outline

Pre-course Component - 8 CME HOURS: Prior to the live course, the participant will complete the following:

- Reading assignments - ME-22 Reading Packet
- Submit copies of their board order(s)
- Write in their own words a description of their violation
- Look up, read, and critique their own specialty and medical codes of ethics
- Write their own personal "Code of Ethics"
- Research their violation through review of state statutes and regulations
- List and analyze their personal vulnerabilities, the risk factors intrinsic within their particular work setting, their resistance to exploring these factors, and accountability that might help prevent future violations

THE COURSE BEGINS EACH DAY AT 8:00 AM AND CONCLUDES EACH DAY AT 4:30 PM. ALL OTHER TIMES MAY VARY.

This course is designed to be an interactive course with specific objectives to accomplish within the designated time frame. Attendee participation is required throughout. In order to qualify for the 22 CME credit hours, attendees must be present and participating each day from 8:00 am to 4:30 pm. Please make travel arrangements accordingly.

LIVE COURSE, Day 1:

8:00 AM - 9:00 AM

Orientation, fundamentals, and overview

- Introductions / Logistics / Course Overview / Goals & Objectives
- Faculty disclosure statements / Confidentiality statement
- Code of Ethics and the Hippocratic Oath-Betraying Professional Trust
- Sharing by each attendee regarding why they are in the course and what their expectation and goals are for the course - feedback by the group
- Taking accountability for what you have done

9:00 AM - 10:15 AM

Medical Ethics, oaths, boards, and ethics violations

- Lecture and discussion
- Domino effect
- State boards differ
- Ethical principles - AMA, Hippocratic Oath, APhA, others
- Unprofessional behavior
- Causes / psychodynamics of Ethics Violations
- Clinical Framework

10:15 AM - 10:30 AM

BREAK

10:30 AM - 11:15 AM

Sex, Drugs, Power, and Disciplinary Action

- Lecture and discussion
- Professionalism and why it's important
- Overview of the most common problems that jeopardize physician's licenses
- Sexual boundary violations
- Substance abuse among physicians
- Disruptive behavior among physicians

11:15 AM - 12:00 PM

Codependence - Power and Responsibility

- Lecture and discussion
- Caring too much
- Doctors that have trouble saying no

- Codependence leading to ethical violations
- Confusion regarding power and responsibility
- Treatment of codependence

12:00 PM - 1:00 PM

LUNCH

1:00 PM - 2:00 PM

Counterdependence - Risk Taking and Denial

- Risk taking and denial - definition and case examples
- Exploring the psychodynamics of counterdependence
- Counterdependence leading to ethical violations

2:00 PM - 2:45 PM

Group discussion regarding causes of ethics violation

- All participants share regarding underlying causes of their violations

2:45 PM - 3:00 PM

BREAK

3:00 PM - 4:30 PM

Medical Practice Acts, Laws, and Resources

- Recommendations for becoming a safer healthcare professional
- Proactive oversight of your staff and others
- Appropriate communication tools
- Establishing and enforcing a Patient's Bill of Rights
- Office policies
- How to help the regulatory board with its job and stay out of trouble
- Enhanced accountability

LIVE COURSE, Day 2:

8: 00 AM - 10:15 AM

The Ethics Formula™ - developing an individualized Stratified Ethics Protection Plan™

- Review of previous day's material
- Explanation of violation potential
- Review of risk factors and how they contribute to ethics violations

10:15 AM - 10:30 AM

BREAK

10:30 AM - 12:00 PM

Boundary and Ethics Formula - developing your personal protection plan

- Review of personal vulnerabilities and how they contribute to an ethics violation
- Resistance and resistance to facing resistance
- Developing your personal protection plan

12:00 PM - 1:00 PM

LUNCH

1:00 PM - 2:00 PM

Self-care, Red Flags, Protect Yourself

- Lecture and small group discussion
- Review of “self-care” necessities
- How to identify when you are “wandering off course”
- Questions about how boards operate

2:00 PM - 2:45 PM

Developing your own Personal Ethics Violation Protection Plan

- Participants will take the Ethics Self-Assessment Test (ESAT)
- Developing a first draft of the Stratified Ethics Protection Plan
- Final Examination: Oral presentation of your Personalized Protection Plan for feedback from classmates and faculty

2:45 PM - 3:00 PM

BREAK

3:00 PM - 4:30 PM

Developing your own Stratified Ethics Protection Plan (cont'd.)

- Revise individualized protection plans based on feedback
- Role play protection plan
- Discussion and program evaluations

4:30 PM

ADJOURN

Accreditation Statement

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of the University of California, Irvine School of Medicine and Professional Boundaries, Inc. The University of California, Irvine School of Medicine is accredited by the ACCME to provide continuing medical education for physicians.

Designation Statement

The University of California, Irvine School of Medicine designates these live activities for a maximum of *22 AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in activity.

Disclosure Policy

It is the policy of the University of California, Irvine School of Medicine and the University of California CME Consortium to ensure balance, independence, objectivity and scientific rigor in all CME activities. Full disclosure of conflicts and conflict resolutions will be made prior to the activity in writing via handout materials, insert, or syllabus.

California Assembly Bill 1195

This activity is in compliance with California Assembly Bill 1195, which requires continuing medical education activities with patient care components to include curriculum in the subjects of cultural and linguistic competency. For specific information regarding Bill 1195 and definitions of cultural and linguistic competency, please visit the CME website at <https://www.meded.uci.edu/cme/>