MEDICAL ETHICS AND
PROFESSIONALISM
AN ETHICS PROTECTION, VIOLATION PREVENTION
COURSE
Atlanta – Irvine – Sacramento
Year Round Availability

PROFESSIONAL BOUNDARIES, INC (PBI)
IN PARTNERSHIP WITH THE UNIVERSITY OF ALABAMA
DIVISION OF CONTINUING EDUCATION

A RESOURCE FOR BOARDS,
AN EDUCATIONAL EXPERIENCE FOR
PHYSICIANS DEALING WITH ADMINISTRATIVE
OR DISCIPLINARY ISSUES

This activity has been approved for AMA PRA Category 1 Credits™

22 CME CREDIT HOURS*
ADDITIONAL 12 CREDITS AVAILABLE THROUGH WEEKLY POST-COURSE
TELECONFERENCES FOR INCREASED ACCOUNTABILITY AND ENHANCED
FOLLOW-UP

ETHICS COURSES AVAILABLE FOR THE FOLLOWING
PROFESSIONALS:

PHYSICIANS • PHARMACISTS • VETERINARIANS • DENTISTS •
PHYSICAL THERAPISTS • CHIROPRACTERS • PHYSICIAN’S
ASSISTANTS • MENTAL HEALTH PROFESSIONALS • NURSES • AND
OTHER HEALTH CARE PROVIDERS

ETHICS VIOLATIONS TYPICALLY REFERRED:
UNPROFESSIONAL CONDUCT • UNETHICAL BILLING PRACTICES • DISHonesty (re CME Credits, Applications, RENEWALS, ETC.) • INAPPROPRIATE USE OF MEDICAL TESTING • CRIMINAL CONVICTIONS • CONFIDENTIALITY BREACHES • VIOLATION OF ADMINISTRATIVE STATUTES • DECEPTIVE ADVERTISING • FRAUD • MISREPRESENTATION • NONTHERAPEUTIC TREATMENT • INADEQUATE DOCUMENTATION • EXPLOITATION • INAPPROPRIATE SUPERVISION • NEGLIGENCE • PHARMACY MISLIFILLS • FAILURE TO COUNSEL • & OTHER

COURSE OBJECTIVES

PARTICIPANTS WILL:

• Develop a heightened respect for regulatory boards, professional code of ethics, and professionals’ responsibilities.
• Demonstrate an understanding of the impact of ethics violations and the damage that is done to the profession, the patients, and the doctor in all spectrums.
• Define, recognize, and differentiate between ethics drifts, crossings, and violations.
• Prevent ethics transgressions through an understanding of the dynamics of violations.
• Develop a practice based, Stratified Ethics Protection Plan™ to maintain healthy organizational, professional and personal boundaries.
• Measure personal vulnerabilities and professional risk factors, that predispose to violations and to take corrective action to minimize their impact.
• Apply into clinical practice, the Ethics Formula™ to protect patients, practice, and professionals.
• Explain preventive measures, ongoing treatment processes, and the importance of monitoring and accountability to practice medicine safely.

TEACHING FACULTY FOR MEDICAL ETHICS AND PROFESSIONALISM COURSE

Gregory Skipper, MD, Course Director
Medical Director, Promises Treatment Center, Malibu, CA, former Medical Director for the Alabama Physicians’ Health Program, Montgomery, AL

Stephen J. Schenthal, MD, MSW, President PBI, Princeton, NJ
Medical Ethics and Professionalism

AGENDAS

PRE-COURSE – 8 HOUR CME – PRIOR TO LIVE COURSE ATTENDANCE

Medical Ethics and Professionalism – Overview of Pre–Course Content

- Reading assignments (Primer on Medical Ethics and Professionalism)
- Requires attendees to send faculty member copies of their board order(s)
- Write in their own words a description of their violation
- Lookup and read and critique their own specialty and medical codes of ethics
- Write their own personal “Code of Ethics”
- Interview with our faculty
- Complete and exercise wherein they 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

- Complete a draft protection plan
- Forward all materials to the faculty prior to the live course

**LIVE (IN PERSON) COURSE – 14 HOUR CME**

**DAY 1**

**8:15 AM – 9:00 AM**

**GREGORY E. SKIPPER, MD, FASAM COURSE DIRECTOR**

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 – 10:15AM**

**ANN P. SKIPPER, MD, PSYCHIATRIST**

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

**BREAK / 10:15 AM – 10:30 AM**
10:30 AM – 11:15 AM

**GREGORY E. SKIPPER, MD, FASAM**
**COURSE DIRECTOR**

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 – 12:15 AM

**ANN P. SKIPPER, MD, PSYCHIATRIST**

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

LUNCH / 12:15 – 1:15 PM

1:15 PM – 2:00 PM

**GREGORY E. SKIPPER, MD, FASAM**
**COURSE DIRECTOR**

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

GREGORY E. SKIPPER, MD, FASAM & ANN P. SKIPPER, MD, PSYCHIATRY

Group discussion regarding causes of ethics violation
· All participants share regarding underlying causes of their violations

BREAK / 2:45 PM – 3:00 PM

3:00 PM – 5:00 PM (MEDICAL MODULE)

STEVE BOREMAN, JD, ALAN KAPLAN, JD, FRAN CULLEN, JD, OR ROBERT STEWART, JD

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

3:00 PM – 5:00 PM (PHARM MODULE)

GREG MATSON, PHARMD., JD OR JON CRONIN, PHARMD., JD

Pharm Practice Acts, Laws, and Resources
· Recommendations for becoming a safer pharmacist
· Proactive oversight of your staff and others
· Appropriate communication tools
· Understanding the laws and rules that regulate you
· Office policies
· How to help the regulatory board with its job and stay out of trouble
• Enhanced accountability

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**STEPHEN SCHENTHAL, MD, MSW OR PETER GRAHAM, PHD, SCOTT STACY, PSYD, OR JOHN WHIPPLE, MD**

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

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

**BREAK / 10:15 AM – 10:30 AM**

| 10:30 AM – NOON |

**STEPHEN SCHENTHAL, MD, MSW**

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

**LUNCH / NOON – 1: 00 PM**
1:00 PM – 2:00 PM

ANN SKIPPER, MD, PSYCHIATRIST
LESLIE GALLANT, FORMER EXECUTIVE DIRECTOR, ALASKA MEDICAL BOARD

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 – 3:00 PM

GREGORY E. SKIPPER, MD, FASAM & ANN P. SKIPPER, MD, PSYCHIATRY

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
- Share protection plans individually to the group and receive feedback from the group

BREAK / 3:00 PM – 3:15 PM

3:15 PM – 4:45 PM

GREGORY E. SKIPPER, MD, FASAM & ANN P. SKIPPER, MD, PSYCHIATRY

Developing your own Stratified Ethics Protection Plan (cont’d)

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

4:45PM – ADJOURN
Accreditation Statement
This activity has been planned and implemented in accordance with the Essential Areas and Policies of the Accreditation Council for Continuing Medical Education through the joint sponsorship 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 this live activity for a maximum of 2 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the 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 www.cme.uci.edu.