

The Coaching and Professionalism Program (CAPP) Information Summary

Introduction & Goals

The Coaching and Professionalism Program (CAPP) is specifically designed to assist students in learning, applying, and evaluating the principles of professionalism at UTMB. The CAPP is the result of a review and revision of the Early Concern Note program established in 2000 at UTMB. It maintains the student-centered approach of the original program and its commitment to nurture professionalism across the curriculum and the entire institution.

The CAPP has as its goals to:

- Emphasize the career-long importance of professionalism by
 - Focusing on prevention rather than remediation.
 - Fostering student reflection on professionalism.
 - Maintaining an environment that promotes integrity, compassion, and respect.
- Identify students at risk and develop methods to assist them in their professional identity development.
- Provide a longitudinal tracking system.

Context

The Coaching and Professionalism Program (CAPP) represents the result of a review of the long-standing Early Concern Note (ECN) Program, established at UTMB John Sealy School of Medicine in 2000. The ECN program at UTMB was one of the earliest programs of its type in the US. Publication in 2005 of a University of California-San Francisco study demonstrating a strong relationship between unprofessional behavior in medical school and subsequent disciplinary action by medical boards led to a broader emphasis on professionalism in medical school curricula and closer examination of learner behavior. Greater emphasis on incorporating professional behavior into both formal academic evaluations and informal early-warning programs is now well-established in the medical education literature.

The ECN program review process included faculty, course and clerkship directors and coordinators, and students, and revealed misunderstandings and implementation difficulties that needed to be addressed.

Thus, the ECN Program was renamed the Coaching and Professionalism Program (CAPP) with the purpose of reframing and reinforcing the strengths and original goals of the ECN program. The CAPP maintains the student-centered approach of the original program and its commitment to nurture professionalism across the curriculum and the entire institution.

Basic Description of the Program

The CAPP provides an avenue for SOM faculty and staff to identify and report student lapses in professional behavior – including events that may not warrant inclusion in the student’s academic evaluation or impact their grade. Important features of the CAPP include:

- A requirement that the course and clerkship directors, faculty, and staff meet with the student **prior to a CAPP referral** for an informal dialogue about the concerning behavior.
- A CAPP referral starts with the opportunity to provide off-the-record coaching to students before a behavior creates a more serious problem.

- The first coaching meeting with the CAPP program director focuses on listening to the student to identify potential personal problems or needs and facilitate help for the student.
 - That first meeting also allows students to reflect on their behavior considering the UTMB Professionalism Charter and professionalism expectations explicit in the JSSOM curriculum.
 - Finally, the first meeting also helps bring problematic behaviors to a student's attention, and problematic patterns to the school's attention.
 - Both the first and second coaching meetings with a student are not disciplinary as such and do not enter into the student's academic records.
 - A focus on Personal Responsibility, Motivation/Insight, and Compassion/Respect. Referrals to the CAPP are not used to address knowledge/skill deficits or academic dishonesty.
 - A progressive response that begins with a meeting with the CAPP program director (1st CAPP referral) or the Vice Dean for Academic Affairs (2nd CAPP referral).
 - The provision to advance to more formal intervention through the Academic Progress Committee for repeated lapses (3rd or subsequent CAPP referral).
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Submit a Coaching and Professionalism Program (CAPP) referral at

<https://www.utmb.edu/MedEd/CAPP/>