Provide **education and training** to create a shared understanding of professionalism and expected behaviors to align with the BCM vision.

Activity	Description	Intended Audience	Topics / learning objectives
Profiles in Professionalism	This lecture series brings outstanding **inspirational speakers** to Baylor quarterly to discuss a wide range of professionalism related topics.	Offered in collaboration with the Department of Medicine (Thursdays at noon), and to the greater BCM community later in the afternoon	General professionalism topics
Professionalism Grand Rounds	A one-hour interactive overview of the **why, what and how of professionalism**.	Entire BCM community (offered to clinical and basic science departments, centers, administrative staff)	**To promote a shared vision** of the definition and behavioral skills to **promote positive professionalism**
Workshops and Retreats (customizable)	The Center provides **education and training in all key areas of professionalism**	Entire BCM community; these sessions can be **customized** to reach your group's educational goals.	• Communication • Teamwork • Conflict resolution • Burnout • Improving the learning environment • Interprofessional collaboration
Professionalism Breakfasts	Provides an opportunity for **peer-to-peer discussion** about realistic professionalism concerns.	Entire BCM Community (frequently requested for residents, but available to any group)	**Customized vignettes depicting professionalism challenges** (tailored to participants)
Student Elective (Professionalism Platform)	**8-session course** which teaches professionalism using a visual model, based on evidence from peer-reviewed literature and emotional intelligence principles.	Preclinical medical students with opportunities for expansion to other groups	• Trust / respect • Appreciation • Communication • Empathy • Self-reflection

Baylor College of Medicine | **CENTER FOR PROFESSIONALISM**

Create a community of individuals who function within a culture of heightened familiarity, trust, and respect.

Activity	Description	Intended Audience
Connection Cards	Monthly graphic emails with an **inspiring professionalism quote**; initiated at the beginning of the pandemic **to offer encouragement**.	Entire BCM community
Summit Speakers	Many of our faculty members are invited all over the country, all over the world, to discuss their unique insights, yet they may speak only infrequently at their "home" institution. The Summit Speaker is an annual opportunity to **feature a BCM faculty member**, speaking about their own career journey or a professionalism topic of their choice.	Entire BCM community
Muffins with Mentors	This program offers an informal setting for students and junior faculty to **meet with a senior faculty member regarding their career journey** and insights into successes and challenges they have faced.	Learners and junior faculty
Wellness Initiatives	These are **collaborations with Baylor's BeWell Team** to promote wellness within our community; examples include the Hap-Pie-ness Project, the Sound of Well-Being and 3 Good Things.	Entire BCM Community
Professionalism Partners	The Partners consist of a **nominated group representing each school and clinical campus**, who contribute actively to create a culture of civility, compassion, and connection through professionalism.	Entire BCM Community

Validate, appreciate, and encourage examples of **positive professionalism**.

Activity	Description	Intended Audience
POP Awards	Power of Professionalism (POP) awards are based on an observed example of **_positive_** professional behavior.	Entire BCM Community (nominations accepted / awards given year-round)
PEAR Award	The Professional Educator And Recognition (PEAR) initiative **validates mentors who have had a significant impact on students**.	Entire BCM Community (students may nominate educators at any level; awards given year-round)
Clark Service Award	Recognizes individuals who demonstrate **extraordinary service** and have not received any other major BCM awards	Clinical or Basic Science Faculty (annual); faculty may nominate another faculty member
Ben and Margaret Love Foundation Bobby Alford Award for Academic Clinical Professionalism	Honors an individual who has modeled **professionalism and humanism** throughout their career	Clinical or Basic Science Faculty (annual); nominations by Department Chairs or Center Directors

Establish **accountability** in an approach lapses in professionalism in a respectful, consistent, and constructive manner.

Activity	Description	Intended Audience
Cups of Coffee	**Perceived lapses in professionalism** can be addressed with a "cup of coffee" -- an informal conversation with a member of the Center for Professionalism to promote reflection and self-regulation.	Information about the "cup of coffee" referral process is available online
Consultations	Available to discuss approaches for individuals or groups to **navigate professionalism challenges**	Entire BCM Community

	Maximize collegiality and **interprofessional teamwork**.

Activity	Description	Intended Audience
Interdepartmental Civility Projects	Facilitate discussion between two departments or specialties to **address conflicts**, promote **empathy** and **increase productive collaborations.**	Entire BCM Community (customizable based on involved groups)
"Threads Among Us"	This one-hour workshop includes a 7-minute video intended to increase physician **empathy** towards other physicians and **health care team members**.	Entire BCM Community

	Demonstrate leadership in professionalism **scholarly activity.**

Activity	Description	Intended Audience
Mini Grants	Awards (up to $2000) given to support individuals with professionalism-related **scholarly projects**	Entire BCM Community (rolling acceptance of grant applications)
Interprofessional collaborations resulting in podium presentations and publications	Available for **mentorship and support** in bringing a professionalism-related scholarly project to fruition. These **collaborations** have produced scholarly work such as podium presentations and publications.	Entire BCM Community