

THE PROBE PROGRAM FACULTY TEAM

PROBE IS DISTINCTIVE BECAUSE IT IS TEAM-TAUGHT by experienced medical educators and focuses on the specific problems brought to the program by the participants. This team approach provides multiple perspectives and resources, enhances peer-based introspection, and facilitates sharing of coping strategies. This faculty brings to the seminar a diverse range of expertise including medicine, clinical ethics, philosophy, health law, public health, health policy and social theory.

Joseph C. d'Oronzio, PhD, MPH, ProBE Program Director, is Associate Clinical Professor in the Department of Health Policy and Management at the Columbia University Mailman School of Public Health. He was named the Raoul Wallenberg Visiting Professor in Human Rights at Rutgers University in 2003-04. Dr. d'Oronzio was educated at Syracuse, Columbia, and Harvard Universities. He was the Executive Director of the Ethics Group, founders of the ProBE Program (1992-2007).

Catherine V. Caldicott, MD, FACP, is Assistant Professor of Bioethics and Humanities at the SUNY Upstate Medical University, Syracuse, NY. Her research appears in *Academic Medicine*, *Annals of Internal Medicine*, *Journal of General Internal Medicine*, and *Perspectives in Biology and Medicine*. A graduate of Princeton University with medical training at Dartmouth and Yale, she was a Robert Wood Johnson Foundation Clinical Scholar at the University of Michigan.

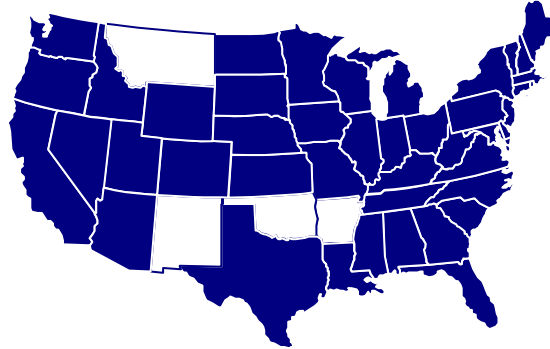
Elizabeth S. Grace, MD, is the Medical Director of CPEP, the Center for Personalized Education for Physicians, and a board-certified family physician. A graduate of SUNY Upstate Medical University, she completed her residency at Duke University, and is a member of the clinical faculty of the University of Colorado Denver School of Medicine.

Richard Martinez MD, MH, is the Robert D. Miller Endowed Professor of Psychiatry and Law at the University of Colorado Denver School of Medicine, Department of Psychiatry and Director of the Program in Forensic Psychiatry. Educated at Tulane University, Louisiana State Medical School, and the University of Colorado, he was a medical ethics fellow at Harvard Medical School and a fellow at the Center for Ethics and the Professions at the JFK School of Government.

David M. Price, MDiv, PhD, recently retired after 25 years of teaching medical ethics at the University of Medicine and Dentistry - New Jersey Medical School in Newark. He was also Clinical Ethicist at UMDNJ University Hospital in Newark. Dr. Price was educated at the University of Michigan, Yale University, and Michigan State University.

For additional and detailed faculty team information, visit our web site.

NATIONAL REFERRALS



The ProBE Program consists of 22 hours of continuing education of which 14 are contact hours and 8 additional hours are credited to preparation, evaluation, and assessment. ProBE has satisfied the requirements for continuing education in professional ethics mandated by the licensing boards for all of the 45 states that have referred more than 600 of their licensees to this program since 1992.

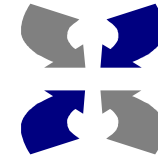
CONTACT THE PROGRAM COORDINATOR AT

probe@cpepdoc.org

FOR GENERAL INFORMATION
OR TO RECEIVE PERIODIC
UPDATES BY E-MAIL

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The ProBE Program
Professional/
Problem-Based Ethics

*Serving the medical licensing community
since 1992*

Offered in Two Locations:

**Rutgers University Inn and
Conference Center
New Brunswick, New Jersey**

&

**Radisson Hotel Stapleton Plaza
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A LITTLE BACKGROUND.....

THE PROBE PROGRAM IS THE ORIGINAL educational intervention in ethics for health care practitioners who are under discipline by their licensing boards, hospital or other oversight agencies. It is unique in that the faculty team addresses the specific and individual ethical difficulty that occasioned the sanction. Originally designed for physicians, the range of professional ethics it addresses is applicable to all health care professionals and participants have included dentists, nurses, podiatrists, chiropractors, and physician assistants, among others.

First developed in 1992 for the State of New Jersey Board of Medical Examiners, the ProBE Program has expanded and has been utilized for education in professional ethics throughout the United States.

In August 2007, CPEP acquired the ProBE Program in order to better integrate an approach to remediation for health care practitioners that combines clinical assessment and professional ethics with follow-up capabilities. While ProBE is administered by CPEP, it continues to be directed and taught by the original faculty team.

ProBE-CPEP is registered in:

- *Health Provider Assessment and Remediation Resource Manual (PreP Program)*
- *FSMB Directory of Physician Assessment and Remedial Education Programs*
- *Coalition for Physician Enhancement*

The ProBE Program has been featured at:

- *American Medical Association, Institute of Ethics*
- *International Conference on Physician Health*
- *American College of Physicians*
- *American Society of Law, Medicine and Ethics*
- *American Public Health Association*
- *Administrators in Medicine of the FSMB*
- *Society of Medical Jurisprudence*
- *Federation of Chiropractic Boards*
- *American College of Legal Medicine (2002 S. Sandy Sanbar award lecture.)*

THE PROBE PROGRAM IN THE ACADEMIC PRESS.

"The ProBE Program: Remedial Education in Professional and Problem-Based Ethics," *The Federation BULLETIN: The Journal of Medical Licensure and Discipline*, (FSMB 1996) 3:83: 143-148.

"Practicing Accountability in Professional Ethics," *Journal of Clinical Ethics* (Winter 2002) 13:4:359-366.

"Avoiding Fallacies of Misplaced Concreteness in Medical Professionalism," *American Journal of Bioethics* (Spring 2004) 4:2:31-33.

THE PROBE PROGRAM WEEKEND

FRIDAY PM

Session 1 – The “Good Doctor”

What are the characteristic qualities of a good doctor? An exercise to elicit from the participants an ideal vision of the characteristics of a health professional.

SATURDAY AM

Session 2 – Infractions, Sanctions, and Discipline

A recitation by each participant stating why his/her board required remedial education and direction in professional ethics. What is the infraction? Why the sanction? What are the terms of the disciplinary action or consent order? These accounts permit ProBE Program discussions to be individualized and “problem-based”.

Session 3 – Clinician-Patient Relationship: Models

Evaluation of different ways of relating to patients and the moral constraints, and obligations entailed in each. Individual styles and their consequences are examined in the context of specific cases.

SATURDAY PM

Session 4 – Clinician-Patient Relationship: Boundaries

Professional integrity considered in regard to interpersonal boundaries: sexual, financial, dual relationships, and fiduciary. Warning signs of implicit and explicit boundary violation. The clinician’s responsibility to avoid abuse of inherently unequal power.

Session 5 – Accountability Within the Professions

What do the health professions say they expect of their members? Professional standards, oaths, principles, and codes examined as sources of rights, obligations, and accountability. The strengths and limitations of peer review and whistle blowing are considered and analyzed.

SUNDAY AM

Session 6 – Holding Professionals Accountable: The Practice of Accountability

What is accountability in healthcare? Societal responses to the failures of professional self-policing and the protection of the public’s health: medical practice acts, licensing boards, national practitioner data banks, and the multiple other mechanisms of social accountability for the healthcare professional.

Session 7 – Conceptual Resources and Overview

Review of the guidelines for the final essay: Practical concepts and distinctions that participants can apply to analysis of their own cases including three types of moral theory and illustrative case analyses. Q & A session. Evaluation of the ProBE Program by participants.

COMPLETING THE PROBE PROGRAM

FINAL ESSAY, EVALUATION, AND ASSESSMENT

EACH PARTICIPANT IS REQUIRED TO WRITE A SHORT ESSAY (3-4 typewritten, double-spaced pages) that relates the substance of the ProBE Program to the particular violation that led to participation. This essay must be completed and returned to **CPEP** within two weeks of the program.

ASSESSMENT AND EVALUATION by the faculty is made on the basis of the quality of participation, completion of the assignments, and adequacy of the final essay. A detailed assessment and evaluation letter is sent to the referring agency within a month of the session to certify completion of the course. A copy of this letter is sent to the participant.

ENROLLMENT IN THE PROBE PROGRAM is limited to an optimal group of 14 participants to assure a balance of effective peer exchange and attention to the individual. To ensure enrollment for the desired and timely session, early application is therefore strongly recommended.

Enrollment must be reserved with an initial deposit. Full tuition is due three weeks before the selected seminar date. The tuition includes the teaching materials (a 150 page syllabus of readings, cases and exercise assignments), all refreshment breaks, and Saturday’s luncheon.

Lodging, in both the New Jersey and Colorado locations, is discounted at a group rate, and along with travel and any other expenses, is the responsibility of the participant.

FOR FURTHER DETAILED INFORMATION, including fees, enrollment forms, and updated schedules with current availability, please visit our website:

www.cpepdoc.org/probe.htm