

# The *PROBE* Program: Professional/Problem-Based Ethics



***PROBE*** is a non-adversarial ethics and boundaries program for *all* healthcare professionals - not just physicians. Intensive small group sessions target participants' professional misconduct such as

- Misrepresentations
- Boundary crossings
- Financial improprieties, and other lapses

Discussions and case analyses facilitate participant "probing" into why they went astray and recommitting to professional ideals.

This course is designed to fulfill licensing board or credentialing requirements for remedial education. To date, almost 2,000 participants have come from 48 states plus seven Canadian provinces.

## **What You Need to Know About *PROBE***

### **Where is *PROBE* offered?**

#### ***PROBE* U.S.**

- Denver, CO
- Raleigh, NC
- Newark, NJ
- Boston, MA

#### ***PROBE* Canada**

- Toronto, ON
- Vancouver, BC

### **What do past participants have to say about *PROBE*?**

- "The faculty were excellent. They...were very educated about the material they presented. I didn't feel judged or embarrassed about why I was here."
- "The faculty...allowed us to express ourselves, helped us to find words, never were condescending or judgmental, always were clear and concise and easy to understand and follow."
- "The course offers an excellent framework in objectively assessing transgressions."
- "It gave me a chance to appreciate my regulatory body's/society's perspective."

### **Who is eligible for *PROBE*?**

*PROBE* is open to *all* healthcare professionals and trainees. This includes physicians, nurses, pharmacists, dentists and dental assistants, physical therapists, chiropractors, medical students, residents and others. Every session is multi-disciplinary and is never restricted to one specialty or degree.

## What Types of violations or infractions are addressed by *PROBE*?

Participants are referred for a variety of types of ethics violations or unprofessional conduct. Examples include, but are not limited to

- Boundary violations in the practice of health care including, but not limited to, sexual misconduct, drug diversion, and inappropriate use of social media
- Misrepresentation or falsification of credentials
- Financial irregularities
- Disruptive behavior
- Failure to adequately inform patients in obtaining consent

## What are the possible outcomes?

There are three possible outcomes for participants in the *PROBE* program.

- Unconditional Pass: Participant has demonstrated the ability to think ethically about their reasons for referral.
- Conditional Pass: Participant has largely demonstrated the ability to think ethically about their reasons for referral, but the faculty believe there are still certain areas that could benefit from additional work.
- Fail: Participant has not demonstrated the ability to think ethically about their reasons for referral.

*Note: Many licensing and credentialing bodies will require a grade of Unconditional Pass in order to fulfill the requirements of their orders.*

**Memorial Hospital University of Colorado Health** designates this live activity for a maximum of 25.25 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

To enroll in a *PROBE* session, simply visit the CPEP website at <http://www.cpepdoc.org/cpep-courses/probe-ethics-boundaries-program> and click "Register Now." Alternatively, you may call us at (303) 577-3232.

