

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



The *PROBE Program* is a non-adversarial ethics and boundaries educational intervention. This personalized Program targets participants' professional misconduct. Intensive discussions and case analysis facilitate the participant "probing" into their ethical misstep and recommitting to professional ideals.

The Program is designed to fulfill regulatory body or credentialing requirements for ethics remediation. To date, more than 2,400 participants have attended from all 50 states and seven Canadian provinces.

The multi-disciplinary faculty have expertise in healthcare ethics and come from a variety of public, private, and academic centers in the U.S. and Canada. Enrollment per session is limited to 16 participants.

What types of violations or infractions are addressed by *PROBE*?

Participants are referred for a variety 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, dual relationships, and prescription of controlled substances to non-patients
- Privacy and respect violations
- Misrepresentation, falsification of credentials, or failure to disclose
- Financial or billing irregularities
- Disruptive behavior and communication issues
- Failure to adequately inform patients in obtaining consent
- Misuse of social media or electronic medical records
- Failure in supervisory roles

Where is *PROBE* offered?

***PROBE* U.S.**

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

***PROBE* Canada**

- Toronto, ON
- Vancouver, BC

Who should attend *PROBE*?

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

Continued

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

"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."

"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."

What does *PROBE* include?

The 16-hour Program includes didactic sessions and group discussions as well as pre- and post-program assignments. After the Program, participants prepare and submit a final essay demonstrating their understanding of the Program content and the ability to apply the content to the reasons for referral. Participants receive a certificate of completion and final grade.

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 reason 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 require a grade of Unconditional Pass in order to fulfill their requirements.

What is the Program fee?

Enrollment fees are tiered by profession and training level. *See website for details.*

CME

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of Memorial Hospital UHealth and CPEP.

Memorial Hospital UHealth is accredited by the Colorado Medical Society to provide continuing medical education for physicians.

Memorial Hospital UHealth designates this live course for a maximum of 25.25 AMA PRA Category 1 Credits™. Memorial Hospital UHealth CME Committee, Planners and Faculty have no relevant relationships to disclose. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

For more information,
visit the CPEP website at <http://www.cpepdoc.org>
or call 303-577-3232