

Addressing Unprofessional Conduct



Watch the FacDev in 5 Video featuring Dr. Abbey Lara, Associate Professor, Medicine, Associate Dean of PATH.
tinyurl.com/FD5-Unprofessionalism

Key Takeaways



Practical approaches for addressing unprofessional conduct with clarity, consistency, and respect.

1

Recognize and Name the Behavior

Identify specific, observable actions rather than broad labels to focus feedback and reduce defensiveness.

2

Address It Early and Directly

Address concerns promptly and privately before they become larger issues.

3

Use a Conversation Framework

Structure feedback by describing what you observed, expressing your concern, and asking for the other perspective.

4

Focus on Impact and Expectation

Explain why the behavior matters and clearly state expectation moving forward.

5

Document and Follow Up

Document concerns, revisit progress, and recognize improvement over time.



Dive Deeper

Binder, R. and Friedli, A. [Preventing and managing unprofessionalism in medical school faculties](#). *Academic Medicine*. 2015.

Gibson, D.D. et al. [Creating a culture of professionalism: an integrated approach](#). *Academic Medicine*. 2000.

Murphy, J. [Creating communities of professionalism: addressing cultural and structural barriers](#). *Journal of Educational Administration*. 2015.