

Professionalism and Personal Responsibility Policy 2015

The Department of Otolaryngology expects the faculty and residents to demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles. In doing so, faculty and residents should demonstrate:

1. Compassion, integrity and respect for others;
2. Responsiveness to patients needs that supersedes self-interest;
3. Respect for patient privacy and autonomy;
4. Accountability to patients, society and the profession; and
5. Sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities and sexual orientation.

The Department of Otolaryngology is committed to fostering development of these skills through:

1. Education of residents and faculty members concerning the professional responsibilities of physicians to appear for duty appropriately rested and fit to provide services required by their patients
2. Promotion of patient safety and resident well-being in a supportive educational environment
 - a. accomplished through a blend of supervised patient care responsibilities, clinic teaching and didactics
 - b. avoiding reliance on residents to fulfill non-physician service obligations
3. Program Director ensuring a culture of professionalism that supports patient safety and personal responsibility.
 - a. Residents and faculty members must demonstrate an understanding and acceptance of their personal role in assurance of safety and welfare of their patients and provision of patient and family centered care
 - b. Assurance of residents and faculty fitness for duty and recognition of impairment
 - c. Attention to lifelong learning
 - d. Stressing the importance of honest and accurate reporting of duty hours, patient outcomes and clinical experience data
 - e. Ensure that residents and faculty members demonstrate responsiveness to patient needs that supersedes self-interest. Physicians must recognize that under certain circumstances, the best interests of the patient may be served by transitioning that patient's care to another qualified and rested provider.

A Clinical Practice of EVMS Medical Group

OTOLOGY/NEUROLOGY

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Associate Professor
LARYNGOLOGY
John Sinacori, MD, FACS
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Benjamin Rubinstein, MD
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David Darrow, MD, DDS, FAAP
Professor
Cristina Baldassari, MD, FAAP, FACS
Associate Professor
Thomas Gallagher, DO, FAAP
Associate Professor

HEAD AND NECK CANCER

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Matthew Bak, MD, FACS
Assistant Professor
Jonathan Mark, MD, FACS
Assistant Professor
Pam Kennedy, FNP-C
Nurse Practitioner
**VASCULAR ANOMALIES/
HEMANGIOMAS**
David Darrow, MD DDS, FAAP
Director

RHINOLOGY/ALLERGY

Joseph Han, MD, FARS, FACS
Professor
Kent Lam, MD
Assistant Professor
**FACIAL PLASTICS AND/
RECONSTRUCTIVE SURGERY**
Eric Dobratz, MD
Associate Professor
William Dougherty, MD
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SKULL BASE SURGERY

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