





What every medical student wants to know but is afraid to ask...

DEANSHIP OF ACADEMIC AFFAIRS AND CURRICULUM OFFICE
ASSOCIATE DEANSHIP OF STUDENTS AFFAIRS
UNIVERSITY OF PUERTO RICO SCHOOL OF MEDICINE

Important topics

- Mistreatment and unprofessional behaviors
- Debt management
- Disability insurance
- Wellness
- Psychological counseling
- Careers in Medicine
- Exposure to Infectious Diseases
- Educational Objectives and Student's Evaluations

Reporting Mistreatment

Process of Reporting Unprofessional Behavior or Mistreatment at the UPR SOM

- Approved by Dean of Medicine January 9, 2015
- Approved by Committee on Administration January 15, 2015
- [process_reporting_unprofessional_behavior_mistreatment \(1\).pdf](#)



Students MD Program

- *Policies and Guidelines for the Academic Advancement of Medical Students.*
- *Educational Objectives for the MD Program*
- *Normas y Procedimientos para la Evaluación de Profesionalismo de los Estudiantes de la Escuela de Medicina de la Universidad de Puerto Rico.*
- *Reglamento General de Estudiantes de la Universidad de Puerto Rico*
- *Código de Conducta Estudiantil de la Universidad de Puerto Rico*
- *Deberes, Responsabilidades y Derechos del Estudiante*
- *Política de la Universidad de Puerto Rico sobre la Procuraduría Estudiantil*

Definitions

- **Unprofessional Behaviors:**

- Behaviors that are the opposite of the expected ones defined in the listed official institutional documents.
- behaviors subjected to academic or disciplinary actions
- Behaviors that contribute to an uncivil environment

- **Mistreatment:**

- Encompasses behaviors that show disrespect for the dignity of others and interfere with the learning environment such as sexual harassment; discrimination; humiliation; physical or psychological punishment and the use of assessment in a punitive manner. (AAMC)



Areas of Mistreatment:

- Public embarrassment
- Public humiliation
- Threatening with physical harm
- Physical harm
- Requirement to perform personal services
- Offensive sexist remarks
- Denial of opportunities for training or rewards based on gender
- Receiving lower evaluations because of gender
- Unwanted sexual advances





PROCESS OF REPORTING



Any member of the academic community who witness or is subjected to unprofessional behavior and/or mistreatment by another member of the academic community is advised to follow the following steps to report the actions:

It is advised that he/she discuss the incident with the perpetrator, unless they feel that this confrontation may result in personal harm and/or retribution

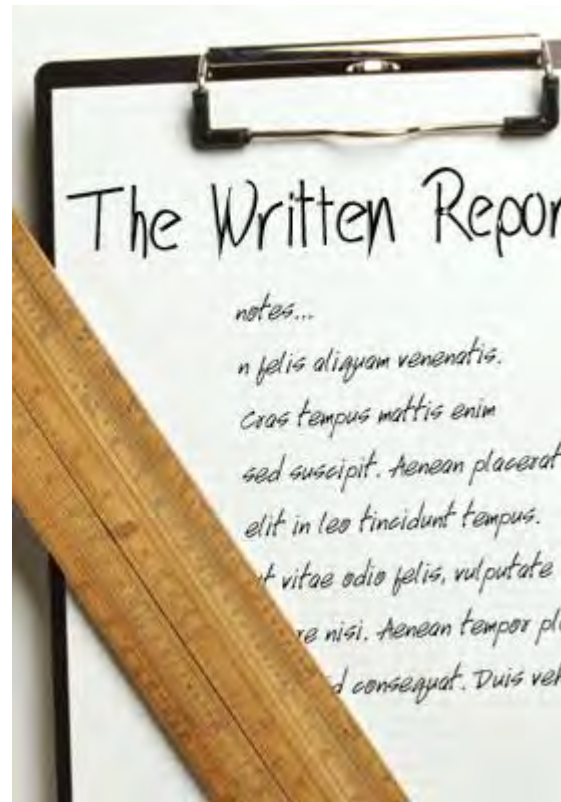
If the issue is not resolved by direct discussion or unable to confront the perpetrator, notify the appropriate supervisor by requesting an appointment and discussing the situation and/or providing a written report.

[process reporting unprofessional behavior mistreatment \(1\).pdf](#)

The member of the academic community who witness or was subject to unprofessional behavior can also request an appointment to report the situation with the appropriate UPR SOM official: student ombudsperson and/or Associate Dean of Students Affairs

Every UPR-SOM official who receives an oral and /or written report will uphold confidentiality standards. (attachment 2)

[process_reporting_unprofessional_behavior_mistreatment\(1\).pdf](#)



MISSION

GET TREATED

STUDENT MENTOR

Debt management

FINANCIAL AID ASSISTANCE

DEANSHIP STUDENTS AFFAIRS

MEDICAL SCIENCES CAMPUS

Préstamos estudiantiles

- Para poder recibir un desembolso de préstamo debe ser un estudiante a tiempo completo.
- Usted tiene la obligación de pagar la totalidad de sus préstamos aunque no finalice sus estudios.
- La cantidad de préstamos a tomar por año depende de sus costos de estudios.
- Si en algún momento usted tiene dificultades con el cumplimiento de sus préstamos comuníquese lo antes posible con su prestatario para consultar diferentes opciones.
- Dejar de pagar sus préstamos estudiantiles tiene consecuencias graves para usted.

Préstamos estudiantiles

- Para obtener información sobre sus préstamos en www.nslds.ed.gov (necesita el PIN del FAFSA)
- Puede consolidar sus préstamos con el gobierno federal.
- Sea mesurado con los préstamos.
- No pida más dinero del que pueda pagar.

Manejo de Deudas

- Haz un presupuesto y ajústate a él.
- Sé cuidadoso con las tarjetas de crédito.
- Guarda todos tus documentos sobre los préstamos en un archivo.
- Haz un presupuesto mensual.
- Abre toda tu correspondencia referente a tus préstamos federales



Manejo de deudas

- Recuerda que tienes un compromiso contigo y con tu futuro.
- Sé un deudor responsable, ya que no pagar tus préstamos estudiantiles federales tiene serias consecuencias.



Disability Insurance

- [Disability Insurances.pdf](#)



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UPR SCHOOL OF MEDICINE



Objetivos

- Entender porqué los servicios psicológicos son importantes en las escuelas
- Conocer en qué consisten los servicios que se ofrecen
- Entender cuáles son los problemas más comunes encontrados
- Reconocer cómo esto ayuda al estudiante en su proceso en la escuela
- Explicar el enfoque de trabajo terapéutico / holístico
- Conocer el proceso de solicitar los servicios

Porqué existe un psicólogo en la Escuela de Medicina?

- Currículo altamente demandante todo el tiempo y produce STRESS
- Es parte de la preparación como médicos y personas
- Aspectos de desarrollo natural-una etapa de cambios y transiciones a nivel personal
- Progreso académico no satisfactorio
- Eventos significativos o crisis que puedan surgir

Identificación de estresores



Los servicios psicológicos incluyen:

- Consulta personal o académica
- Terapia breve
- Terapia a mediano o largo plazo
- Intervención en crisis
- Grupos de apoyo
- Actividades dirigidas a un ambiente de aprendizaje saludable y bienestar (“ *wellness center*”)

Los servicios psicológicos:

- Son gratuitos
- Son confidenciales
- Estan localizados en el mismo edificio del RCM (2do Piso)

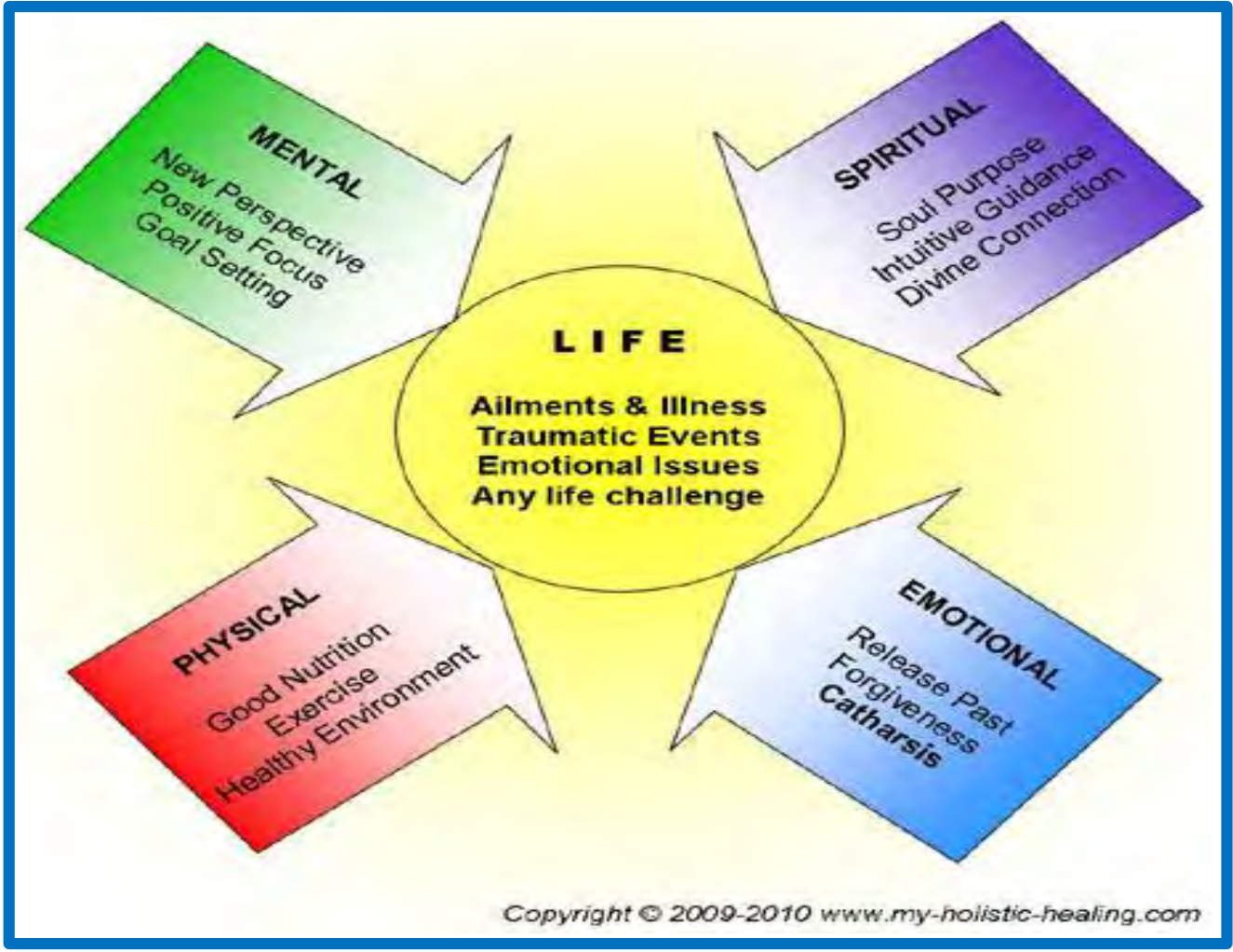


Situaciones más frecuentes

- Estrés
- Depresión
- Ansiedad
- Ataques de pánico
- “Burnout”
- Ruptura con la pareja
- Problemas familiares
- Problemas de ajuste a la escuela o al grupo
- Dificultad con exámenes/cursos

Beneficio de buscar ayuda en la Escuela de Medicina

- El profesional conoce las normas y procedimientos intrínsecas de la Escuela de Medicina.
- Tiene pleno conocimiento de las situaciones por las que atraviesan los estudiantes.
- Las recomendaciones están dirigidas a lograr el éxito académico en armonía con el bienestar personal.
- Ofrece un enfoque holístico y refiere a buscar ayudas adicionales.



Razones para no buscar ayuda

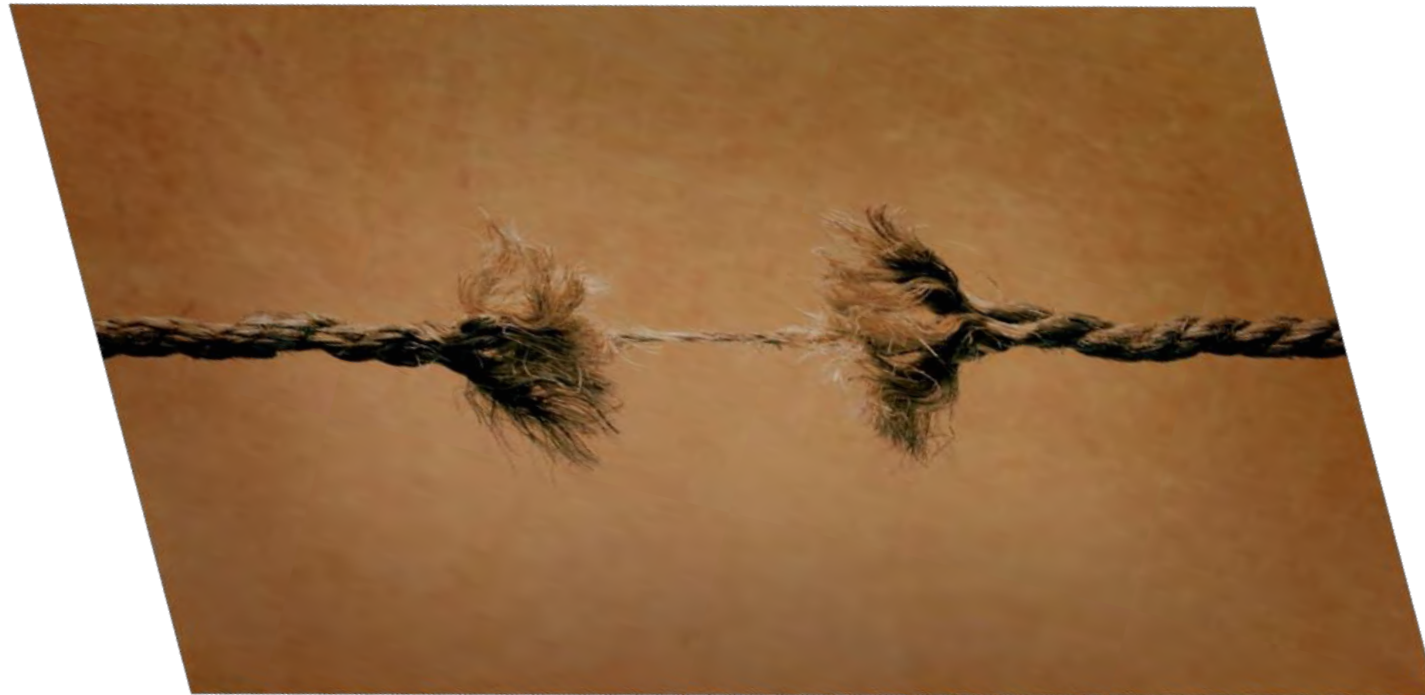
- Soy autosuficiente o bastante grandecito/a
- Estoy a punto de resolver la situación
- Pensar que es un signo de debilidad
- Miedos
- Estigma
- Tiempo
- Procastinar
- Soy “giver” “voy a curar a otros”

En que momento debes buscar la ayuda

Cuando sientas que tus destrezas de manejo no son suficientes para resolver el problema solo/a.




No dejes que la soga corte por lo más
finito-prevención es la clave



Los efectos negativos de no buscar ayuda

- Afecta el estado de ánimo
- Conflictos interpersonales (profesionalismo)
- Decisiones equivocadas
- Falta de motivación y propósito
- Depresión, ansiedad, o “burnout”
- Síntomas físicos
- Enfermedades
- Fracaso académico




KEEP
CALM
AND STUDY HARD
TO BECOME
A DOCTOR



Centro de Bienestar *Wellness Center*

- Aumento en las disponibilidad de actividades
- Interés en responder a las necesidades de los estudiantes
- Colaboración con la Asociación de Estudiantes de Salud mental



Actividades del “Wellness Program”

- Yoga
- Relajación progresiva y ejercicios de respiración
- Visualización
- Talleres de temas del interés de los estudiantes:
 - Manejo de ansiedad
 - Manejo de tiempo/organización
 - Aprender a bajar el estrés
 - Otros



Referidos/autoreferidos

- Decanato de Asuntos Estudiantiles
- Oficina de Currículo
- Coordinadores de cursos
- Facultad
- Compañeros de clase



Dónde puedo buscar ayuda

- Decanato de Estudiantes de la Escuela de Medicina
 - Oficina 873 octavo piso del RCM (787-758-2525 ext 1810)
 - Servicios al estudiante: Segundo piso RCM (787-758-2525 ext 1808, 1809)
 - Namir Jordán PhD (extension 5526) namir.Jordan@upr.edu
 - Prof Angeles Martínez angeles.martinez@upr.edu
- Decanato de Estudiantes Recinto de Ciencias Médicas
- En oficinas o clínicas de la comunidad



Gracias por su atención y participación



Careers in Medicine

PROFESSOR ANGELES MARTÍNEZ VÉLEZ, MSW,LSW

DEANSHIP STUDENTS AFFAIRS

DEANSHIP GRADUATE MEDICAL EDUCATION

Careers in Medicine

Choosing a medical specialty is one of the most significant decisions a medical student will make. So the AAMC created Careers in Medicine[®] (CiM), a career-planning program to help medical students:

- Identify career goals
- Explore specialty and practice options
- Choose a specialty
- Select and apply to residency programs
- Make good career decisions

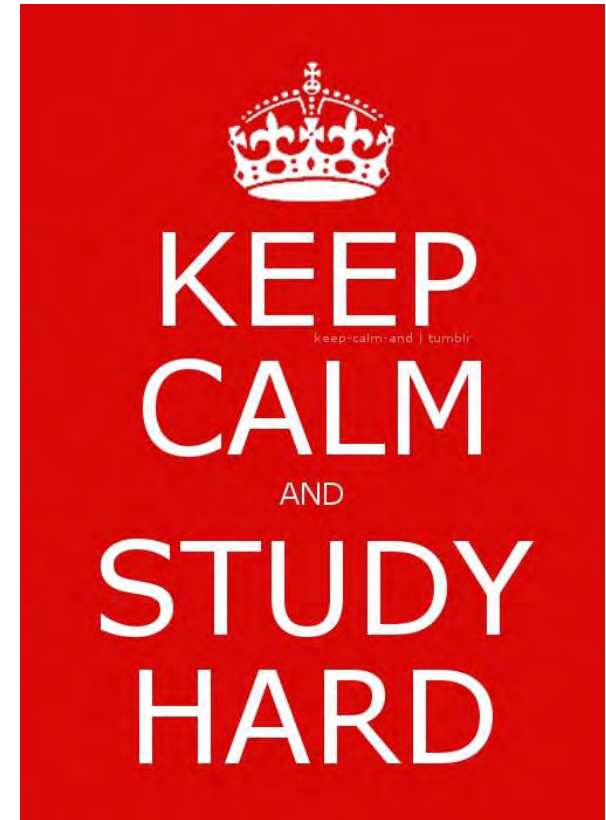
Careers in Medicine

Medical students should approach these goals through a [four-step career planning process](#):

- Understand yourself
- Explore options
- Choose a specialty
- Land a residency



CiM Timeline



The career-planning process



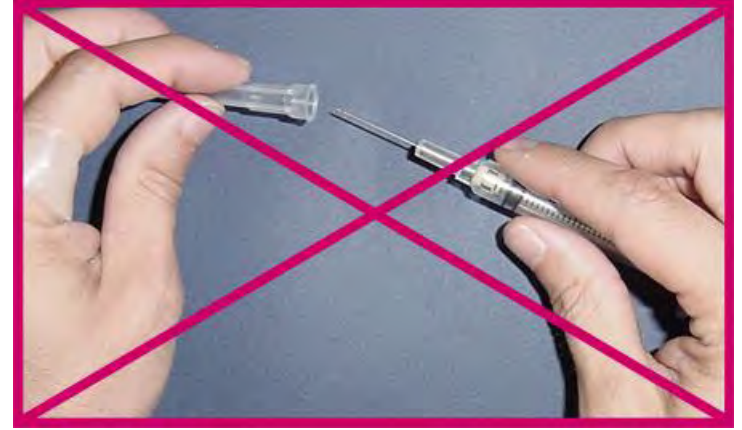
Careers in Medicine

The major CiM tools that support this process:

- [Self assessments](#)
- [Specialty information](#)
- [Residency program search](#)
- [Choices newsletter](#) (published quarterly featuring specialty information, advice about career-planning and applying to U.S. residency)

Careers in Medicine

- The program is designed to be used in conjunction with faculty and staff advisors at their medical school who can provide personalized advice for students in navigating the process of planning their physician career.
- CiM also provides resources to medical school faculty and staff to help them implement career-planning and advising programs at their school as well as prepare them for working directly with students.



Student Exposure Policies/Procedures

Safety Programs for Students

- Students are highly exposed to occupational hazards as part of their trainings
- The potential of hazards and possible exposure to high risk patients



Policies to safeguard student's welfare

Safety Programs for Students

- The goal is to develop guidelines, rules and regulations for the training activities related to the occupational health and safety of the medical students.
- Objectives:
 - Establish activities directed to lesion prevention and safety for enrolled students
 - Orient about specific requirements for the screening of immunity
 - Provide guidelines for immunizations procedures related to health care professionals
 - Provide guidelines on procedures to follow in case of serious illness, exposure to infections and/or injuries.
 - Orient medical students and make protocols available always.

Every student should know what to do

Safety Programs for Students

- Specific situations:
 - Infected blood or bloody fluids
 - Exposure to measles
 - Exposure to meningococcal infections
 - Exposure to pediculosis
 - Exposure to scabies
 - Exposure to pertussis
 - Exposure to varicella virus
 - Exposure to tuberculosis
 - Injuries



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▪ [boletin asuntos estudiantiles mayo 2015.pdf](#)





M.D. Curriculum– Learning Objectives and Student Evaluation

CURRICULUM OFFICE
ASSOCIATE DEANSHIP OF ACADEMIC AFFAIRS
UNIVERSITY OF PUERTO RICO SCHOOL OF MEDICINE

UPR-SOM Curriculum



UPR-SOM Curriculum

- Traditional, 4-year, discipline-based curriculum with clinical-basic integration
- Students have up to 6 years to complete all requirements for the MD degree
 - Possible Exceptions (Please see Policies for details)
 - Student Leave of Absence Policy
 - Combined Programs (MD/PhD, MD/JD)

Competency Based Education

- Medical Knowledge
- Patient Care
- Professionalism
- Interpersonal/Communication Skills
- Practice Based Learning and Improvement
- Systems Based Practice

Program Educational Objectives

- Knowledge, Skills, Attitudes and Behaviors
- All courses and educational activities are aligned with the UPR-SOM's Educational Objectives
- They lead to the attainment of the “Graduate's Profile”

Dynamic Curriculum

- Health Care Model
- Societal Needs/Problems
- AAMC recommendations
- Medical Advances
- Research
- Educational Advances

What's Hot? Curriculum Content

- Skills for Self-Directed Life-Long Learning (Active Learning)
- Interprofessional Education (Learning Together to Work Together)
- Elimination of Health Disparities (Healthy People 2020)
- Patient Safety and Quality Improvement (IOM 1999)

Who Manages the Curriculum?

- Faculty and Students
- Curriculum Committee and Subcommittees
 - Academic VPs
- Medicine I-IV Committees
 - Academic VPs

How is Curriculum Managed?

- Curricular Revision Process
 - Outcomes: (internal and external objective measures of student performance)
 - Course evaluations/ Faculty Evaluations
 - Health Care Trends/Educational Trends/ AAMC recommendations
 - Course objectives, content, teaching and evaluation strategies
- Annual Curriculum Retreat

Student Evaluation

- COURSE LEVEL

- **Knowledge and Skills**

- Formative Evaluation Strategies

- Mid-rotation feedback (4 or more weeks)

- Small group feedback

- Narrative Assessment

- Summative Evaluation Strategies

- Quiz, Exams, Shelves, OSCE, Patient Presentation

Student Evaluation

- **Attitudes**
 - Formative Evaluation Strategies
 - Mid-rotation feedback
 - Real-time feedback
 - Summative Evaluation Strategies
 - Professionalism Non-Cognitive Evaluation Form (Narrative Assessment in third and fourth years)

Student Evaluation

- PROMOTIONS COMMITTEE LEVEL
 - *Policies and Guidelines for the Academic Evaluation and Advancement of Medical Students*
 - Students are evaluated for promotion at the end of every academic year
 - Progress
 - Promotion
 - Probation
 - Dismissal

Important Curricular Documents

- *Policies and Guidelines for the Academic Advancement of Medical Students.*
 - <http://md.rcm.upr.edu/institutional-documents/?cp=2>
 - Blackboard: “Associate Deanship for Student Affairs”
- *Educational Objectives for the MD Program*
 - Blackboard: “Associate Deanship for Student Affairs”
- *Perfil del Egresado*
 - Blackboard: “Associate Deanship for Student Affairs”
- *Normas y Procedimientos para la Evaluación de Profesionalismo de los Estudiantes de la Escuela de Medicina de la Universidad de Puerto Rico.*

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