



WAYNE STATE
School of Medicine

PEARLS

PROFESSIONALISM REWARD PROGRAM

What is PEARLS?

In an effort to shift the culture surrounding medical student professionalism from punitive to positive, the reward program PEARLS (*Professional, Empathetic, Accountable, Respectful, Leadership and Stewardship*) was created in October 2020. PEARLS regularly recognizes first- through fourth-year

medical students who exhibit exemplary professional behavior as physicians-in-training. The tiered reward program incentivizes students who exhibit the professional attributes of an exceptional physician through intentional action in the classroom, clinic or community that goes beyond the institutional expectations set forth for all students. Please use the following link to read more about the School of Medicine professionalism standards: <https://med-wayne-student.policystat.com/policy/10048506/latest/#autoid-xy89v>



Engagement

- Punctuality to assigned activities
- Meeting deadlines
- Initiative
- Organization
- Reliability and responsibility
- Teamwork
- Language



Honesty

- Exam taking
- Integrity
- Data use and collection
- Representation
- Patient consent
- Rules and regulations



Respect

- Verbal/nonverbal communication
- Attire
- Behavior during teaching sessions and exams
- Privacy and confidentiality
- Use of internet



Self-Awareness

- Personal insight
- Response to external factors
- Response to feedback
- Response to change
- Awareness of limitations
- Sensitivity to others' needs



Who can nominate students?

Only School of Medicine and affiliated clinical and community site faculty, staff and residents can nominate students. Students may not nominate themselves or others. However, students are encouraged to recommend themselves or their peers to a faculty, resident or staff member.

How do I nominate students?

Faculty and staff can submit nominations via this QR code to the right or the following reporting link: https://cm.maxient.com/reportingform.phpWayneStateUniv&layout_id=56



Examples of past nominations:



Clerkship student demonstrated an exceptional level of care during rotations



Student exhibited integrity by reporting concerning behavior to administration



Student was responsive to a time-sensitive request after business hours and set up survey and communication strategy for classmates regarding COVID-19 vaccination efforts

Reward Levels



BRONZE
Electronic Certificate
(1 positive report)



SILVER
Lapel pin and SOM gift item
(2 positive reports)



GOLD
Notation in MSPE letter and award ceremony with SOM certificate provided
(3 positive reports)



For questions regarding the PEARLS program, please contact Kelly Sherd at kelly.gross@med.wayne.edu