



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. You can read more about the School of Medicine professionalism standards beginning on [page 66](#) of the student handbook.



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 referral form](#) or scan the QR code to the right →
For type of behavior observed, select "professional."



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

Feature in professionalism spotlight in the Warrior Medicine and Academic Digest newsletters
(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 Tapinder Singh at tsing@med.wayne.edu