

At **Virtue Medicine**,  
we specialize in  
**coaching** those in the  
**helping professions.**



## Who Do We Help?

**Professionals** who are attitudinally disengaged or who are at risk for, or engaging in, misconduct; e.g., having difficulty with:

- Reliably meeting responsibilities
- Practicing self-improvement with a positive attitude
- Effectively and respectfully communicating with others
- Respecting boundaries and the roles of self and others
- Maintaining integrity, honesty, and competence in a team environment or complex system
- Reentry into workplaces after difficulties with conduct or performance

**Administrators** who supervise at-risk professionals, and are seeking a consultative opinion to clarify the issues and identify strategies for risk management, or are interested in learning techniques to better identify and proactively diminish at-risk behaviors.

## Our Experts



**Janeta Tansey, M.D., Ph.D., B.C.C.**

An award-winning physician, ethicist and Board-Certified Coach™ with over 20 years of consultation experience in higher ed, health care, and the helping professions.

**JoAnna Romero Cartaya, Ph.D.**

A licensed psychologist and experienced coach with specialties in psychological assessments, professionalism and ethics, and whole-person care.



**Elizabeth Parks, M.A., Ph.D.**

A Communication Studies scholar, specializing in multi-culturalism and dialogical ethics, with international research and organizational experience.

**Tamara Frembgen Kesner, Ph.D.**

Our administrator of Professionalism Programs brings scientific rigor and active listening to the management of our team's interdisciplinary work.



[www.virtuemedicine.com](http://www.virtuemedicine.com)

**Virtue Medicine**

# PROFESSIONALISM PROGRAMS

## Professional-At-Risk Evaluations and Coaching

*Caring for Professionals who are Disengaged, or At-Risk for Misconduct in Professional Spaces*

**Iowa City, Iowa**

## Expert Services

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### For Administrators and Employers

Consultation by Dr. Tansey by phone or in-person, with unlimited email support during a needs-assessment process.

### Professionals-At-Risk Evaluation

A specialized consultative assessment of the at-risk individual, evaluating for:

- Insight and understanding of problematic beliefs and behaviors
- Fund of knowledge and reasoning skills in value-judgments
- Personality and communication strengths and vulnerabilities
- Capacity and readiness for change

This evaluation process includes a review of the referring entity's questions and documents, two interviews by the team members, standardized aptitude assessments with expert interpretation, and a final report of findings/recommendations. This is not a medical fitness for duty evaluation; our coaches focus on high level behavioral accountability, and no medical diagnoses are provided.

### Remediation Options

Professionals may participate in our programming to effect change and growth in areas of concern. We encourage direct communication with the professional's supervisor to optimize accountability and outcomes, while observing coaching standards for privacy. Growth areas include personal insight, emotional intelligence, work-life balance, time and conflict management, self-care, values-based reasoning and ethical awareness.

**We are here to help!**

**319-338-5190**

Or Email: *professionalism@virtuemedicine.com*

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**Full time actively disengaged employees cost their employers an average of \$24,100 to \$30,200 per year due to the damage they cause to their own and their co-workers' productivity.**

Gallup, "State of the American Workplace," 2017  
Using Bureau of Labor Statistics for 12/2016

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**Workgroups in the top quartile of employee engagement have 41% lower absenteeism, 70% fewer safety incidents, 58% fewer patient safety incidents, and 17% higher productivity than those in the lowest quartile.**

Gallup, "State of the American Workplace," 2017

## Fee Schedule

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### Administrative-Consultation

**\$495**, includes two 45 minute consultations and unlimited security-encrypted email for 60 days for the needs-assessment or professional referral process.

### Professional-At-Risk Evaluation

**\$325/hour, plus \$2000 flat fee** for the standardized personality and aptitude assessments, with interpretation. Costs can be minimized when the referring entity is able to provide clear referral questions and supporting documentation for review.

### Remediation Options

**Enrollment fee of \$1000 or \$1800** for a 6- or 12-month period, reserves placement in remediation coaching with the following options:

- **Advocacy-Track Coaching, \$325/hour**, by phone and in-person, with access to both Dr. Tansey and Dr. Cartaya.
- **Ethics, Communication, and Professionalism Course Modules, \$325/module.** Each topical module includes an assigned curriculum with a reading bibliography and reflection exercise for ~2 hours of independent study, followed by a 45 minute teaching session with the instructor by phone or in-person.

