

## **B. Paige Lawrence, Ph.D.**

**Project Title:** Developing a New Peer-to-Peer Professionalism Program for the Biomedical Research Environment

**ELAM Fellow:** B. Paige Lawrence, PhD (2019-2020)

**Project mentor:** Jeffrey Lyness, MD

### **Summary**

The IAP was to develop a new Peer-to-Peer Professionalism Program (P2PP) for URSMD. The long-range goal of this project is to improve professionalism and change culture in biomedical research settings, recognizing that disruptive behaviors and lapses in professional decorum that does not rise to formal intervention still negatively impact the learning environment and career trajectory of people on the receiving end. The project focused on developing and piloting a system for small scale interventions, grounded in informal but structured conversations between two peers (or near peers), to provide collegial feedback centered on instances in which someone behaves in a manner that is unprofessional. Using peer to peer feedback in an interactional model with trained peer messengers to promote professional self-regulation and accountability has been used successfully in clinical settings, but has not been adapted and used in biomedical research settings.