

ETHICS AND PROFESSIONALISM POLICY FOR CNUCOM STUDENTS

I. Policy Statement

Students are expected to display professional qualities including compassion, patient confidentiality, cultural sensitivity, academic integrity, adherence to relationship boundaries, honesty, and professional behavior at all times and in all places while engaged in educational, patient care, or University activities.

II. Purpose

The purposes of this policy are: 1) to outline expectations of behaviors that demonstrate professionalism in all aspects of the CNUCOM medical education experience; and 2) to identify procedures to address alleged lapses.

III. Scope/Coverage

This policy pertains to all phases of the CNUCOM curriculum. Professional behavior is expected throughout medical school, within courses and clerkships, during on-campus extra-curricular activities and in off-campus settings.

IV. Procedure

EXAMPLES OF PROFESSIONAL BEHAVIOR

A. Academic integrity and responsibility – students are expected to study, apply, and advance scientific/medical knowledge, and maintain a commitment to medical education while exhibiting cooperation with all aspects of the CNUCOM curriculum including:

1. Adherence to all timelines, requirements and policies stated in course syllabi and the CNUCOM Student Handbook
2. Dedication to satisfactory completion of academic requirements as described in the Academic Progression Policy
3. Attendance at all mandatory classroom sessions and timely arrival at curricular sessions and examinations
4. Honesty in all professional and academic activities

B. Personal integrity and responsibility – students are expected to exhibit respectful behavior to patients, staff, fellow students, faculty members, administrators and guest speakers in all venues and phases of the CNUCOM curriculum while:

1. Exhibiting appropriate representation of the CNUCOM community in all public arenas including the Internet
2. Adhering to the CNUCOM dress code policy
3. Abiding by local and national laws

C. Responsibility to uphold the standards of medical professionalism. CNUCOM abides by the professionalism standards drafted by the American Board of Internal Medicine (ABIM) Foundation in 2004. By these standards, three fundamental principles of medical professionalism and ten life commitments are considered appropriate behavior for all physicians

1. The principle of primacy of patient welfare – dedication to serving the interest of the patient first (altruism, trust and serving patient interest)
2. The principle of patient autonomy (honesty, the need to educate and empower patients to make important medical decisions)
3. The principle of social justice (promote justice including the fair distribution of health care resources)
4. The charter also mandated ten professional commitments: Commitment to professional competence, honesty with patients, patient confidentiality, maintaining appropriate relations with patients, improving quality of care, improving access to care, to a just distribution of finite resources, to scientific knowledge, to maintaining trust and to professional responsibilities. By these standards, the physician professional is defined not only by what he or she must know and do, but also by a profound sense of what he or she must be.

D. PROCEDURE FOR REPORTING LAPSES IN PROFESSIONAL BEHAVIOR

A perceived lapse in professional behavior by a CNUCOM student should be reported on the Professionalism Concern Report for CNUCOM students (Available on the CNUCOM website). Anyone (staff, students, administrators, faculty members or allied health professionals) may submit a report indicating a perceived lapse in professional behavior by a CNUCOM student. Steps and timeline for the form submission process are as follows:

1. Step 1 - The completed Professionalism Concern Report for CNUCOM students is submitted to the Assistant Dean of Student Affairs and Admissions (ADSA).
2. Step 2- The ADSA must notify the student of concern within two (2) business days of receiving the report. This notification will indicate that one or more of the following organizations will consider the alleged lapse in professionalism: Student Promotions Committee, Honor Council or General Counsel. This notification will also indicate the procedure and timeline for investigating the inquiry and will delineate specific questions requiring answers.
3. Step 3 - The student receiving the notification will have five (5) business days to generate and return a student response report to the ADSA. This report should include answers to specific questions posed by the ADSA.
4. The organization considering the alleged lapse in professionalism will meet and prepare an outcome report within five (5) business days of return of the student response report. This outcome report must include specific recommendations for the student in question with a timeframe for completion. In this process, the student may request to be present to add any additional information or perspective.

E. PROCEDURE FOR STUDENT APPEAL REGARDING REPORTED LAPSES IN PROFESSIONAL BEHAVIOR

Following submission of a Student Professionalism Concern Report and Appeal Form, the student being investigated may appeal a negative decision by submitting the appeal portion of the completed form together with all previously completed portions of the form. Steps and timeline for the appeal process are as follows:

1. A student requesting an appeal of negative disposition of the outcome report may submit an appeal within five (5) business days from the date of receiving the outcome report. The appeal should be submitted to the Associate Dean of Student Affairs and Admissions.
2. The Associate Dean of Student Affairs and Admissions, in consultation with a three-member *ad hoc* committee of faculty not involved in any aspect of the matter, will render a decision on the appeal and inform the student in writing within ten (10) business days of receipt of the appeal. The student has the option to be present and provide information or perspective to this committee.
3. The student, if unsatisfied with the decision of the Associate Dean of Student Affairs and Admissions and the faculty *ad hoc* committee, may appeal to the Dean of the College of Medicine within two (2) business days of receipt of written notification from the Associate Dean of Student Affairs and Admissions. The Dean of the College of Medicine will review the two previous decisions from a procedural standpoint. The Dean may uphold, reverse, or request further review of the appeal. The ADSA must report back within five (5) business days of a request for further review. The Dean will communicate the outcome of his/her final decision in writing to the student within ten (10) business days of receipt of the student's appeal.

Associated forms: Professionalism Concern Report

Approval record:

APPROVED: President's Executive Council 3-17-21
APPROVED: Faculty Executive Council 3-12-21
APPROVED: Student Promotions Committee 2-19-21
APPROVED: Student Promotions Committee 10-13-16
APPROVED: Curriculum Committee 10-18-16
ORIGINAL DRAFT: Student Promotions Committee 7-15-16
DRAFT REVIEW FC: 9/11/2016
REVIEW 1: FC/RR 9/18/16
REVIEW 2: RR 2-17-21
REVIEW: every two years (or more often if required)