“Your daily efforts to foster a healthy work climate are integral to our productivity and success as a School. I want to thank you for the work you do to cultivate a respectful and inclusive work environment in the School of Medicine.”

Nancy Andrews, MD, PhD
Dean, Duke University School of Medicine

PROFESSIONALISM IN THE SCHOOL OF MEDICINE

Professionalism is a core value and expectation of all Duke University School of Medicine faculty, staff, and trainees. As a community, each of us affirms our commitment to professionalism through our daily interactions with each other. We build a healthy work environment by managing concerns about unprofessional behavior in a manner that is fair, balanced and respectful. The Statement on Faculty Professionalism, described in this brochure, is meant to specifically address faculty professionalism, and to complement existing policies concerning staff and trainees.

INSTITUTIONAL RESOURCES

Vice Dean for Faculty
(919) 684-4139
ann.brown@duke.edu
Available to discuss concerns, assist with problem resolution and connect with other Dean’s Office resources.

Scientific Misconduct
(919) 668-5115
donna.cookmeyer@duke.edu
Conflict of Interest
(919) 684-3121
riocomm@dm.duke.edu
Employee Occupational Health & Wellness (EOWH)
(919) 684-3136 (option#2)
Office of Diversity & Inclusion (ODI)
(919) 613-2628
ODI@dm.duke.edu
Office of Diversity & Inclusion (ODI)
(919) 613-2628
ODI@dm.duke.edu
Offices in creating diversity strategic plans, searches, and providing education and coaching on unconscious bias.

Personal Assistance Service (PAS)
(919) 416-1PAS
www.hr.duke.edu/pas
A resource for faculty, staff and their immediate family members for free and confidential short-term counseling on personal or work-related issues.

Duke University Ombudsman
faculty_ombudsman@duke.edu
A resource for faculty with concerns about academic freedom, academic tenure, and equal treatment in employment.

School of Medicine Student Ombudsman
ombudsman@mc.duke.edu
Supports medical, graduate, PA and PT students and all post-docs in the School of Medicine.

Office for Institutional Equity (OIE)
(919) 684-8222
Handles concerns about harassment and compliance in the areas of equal opportunity or affirmative action.

Duke University Health System Compliance Office
(919) 668-2573
compliance@mc.duke.edu
intranet.dukehealth.org/compliance/default.aspx
Scope: Joint Commission, Patient Privacy

Duke School of Medicine Compliance Office
(919) 668-2475
medschool.duke.edu/compliance
Scope: Research Integrity and Privacy

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Duke University School of Medicine
Statement on Faculty Professionalism

Duke University School of Medicine
Statement on Faculty Professionalism
STATEMENT ON FACULTY PROFESSIONALISM

All School of Medicine faculty are expected to uphold the highest standards for professional conduct and ethical behavior. Faculty are expected to treat everyone in the work environment, including colleagues, learners, clinical and research team members, staff, patients and visitors with courtesy, respect and dignity. Faculty are responsible for cultivating a respectful and inclusive work environment, for modeling professional conduct, and for responding to unprofessional behavior on the part of others. All faculty are expected to adhere to applicable Duke University and Duke University Health System policies and procedures.

Unprofessional behavior includes that which is disruptive, intimidating, threatening, violent, inappropriate, illegal or in violation of Duke University or Duke University Health System policy. To foster a just and safe community, unprofessional behavior will be addressed, with interventions aimed at promoting insight, accountability, and appropriate changes in behavior. Disruptive behavior may result in sanctions, up to and including the initiation of termination proceedings.

WHAT IS PROFESSIONALISM?

These behaviors embody professionalism in the academic medicine community:*  
- Adhering to high ethical and moral standards  
- Conducting academic work with integrity, including adhering to institutional and federal policies on responsible conduct of research and conflict of interest  
- Demonstrating intellectual honesty  
- Evidencing core humanistic values, including honesty and integrity, caring and compassion, altruism and empathy, collegiality, respect for others, and trustworthiness  
- Taking personal action to support equity and inclusion  
- Subordinating one’s own interests to the interests of others when appropriate  
- Exercising accountability individually and for colleagues  
- Demonstrating a lifelong commitment to excellence  
- Exhibiting a commitment to scholarship and to advancing their field  
- Dealing appropriately with high levels of complexity and uncertainty  
- Reflecting upon actions and decisions  
- Assuring one’s own fitness for duty

*Adapted from Swick HM. Toward a Normative Definition of Medical Professionalism. Academic Medicine 2000 75(6) 612

HOW TO RAISE CONCERNS ABOUT FACULTY CONDUCT

Speak to the Person Directly  
Concerns about disruptive behavior are ideally raised directly with the person, as s/he may be unaware of how their behavior is affecting others.  

Speak to a Supervisor or Higher Up  
If speaking to the person directly is unsafe or does not resolve the issue, the concern should be reported to the next level of institutional authority, such as the division chief, department chair or unit director. In addition, other resources are available, including School of Medicine leadership, the Compliance Offices, the Faculty Ombudsman, the Student Ombudsman, the Office for Institutional Equity and Duke Personal Assistance Service.

Seek Dean’s Office Support  
Most faculty issues will be resolved at the personal, division, or department level. But when this is inappropriate, unsuccessful, or when any party to the issue is uncomfortable with such an attempt, assistance from the Dean’s Office may be requested.

Call the Integrity Line (800) 826-8109  
Available anytime (24/7/365) to faculty/staff/students to report any concerns, including those about unprofessional faculty conduct. Complaints may be made anonymously. For more information, contact Ann Brown, MD, MHS Vice Dean for Faculty, (919) 684-4139, ann.brown@duke.edu

The Statement on Faculty Professionalism is available online at medschool.duke.edu/Faculty/Office-Faculty-Development/Resources-Faculty-Professionalism