I challenge each member of our community to help us achieve the highest levels of excellence in professionalism. By cultivating an environment of civility and respect we are better equipped to achieve our mission of engaging in world-class research, education, and clinical care.

Mary E. Klotman, MD
Dean, Duke University School of Medicine
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 with courtesy, respect, and dignity. Faculty are responsible for modeling professional conduct, for cultivating a respectful and inclusive work environment, 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 intimidating, threatening, violent, inappropriate, illegal, dishonest or in violation of departmental, University or Health System standards or 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. Unprofessional behavior may result in sanctions, up to and including compensation reduction and 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
- 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

The Statement on Faculty Professionalism is available at: medschool.duke.edu/statement-faculty-professionalism

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 Ombuds, the Student Ombuds, 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, is 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 1-800-826-8109 • 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, 919-684-5002, ann.brown@duke.edu