



CODE OF PROFESSIONAL CONDUCT

**WAYNE STATE UNIVERSITY
SCHOOL OF MEDICINE**

As amended by the Executive Committee of the Faculty Senate on September 9, 2016

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CODE OF PROFESSIONAL CONDUCT

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OBJECTIVES

This Code governs the conduct of the faculty and academic staff of the Wayne State University School of Medicine (as defined more specifically in the “SCOPE AND DEFINITIONS” section on page 4). The Code aims to support and develop professionalism in those physicians, scientists, health professionals and leaders, who are committed to improving the health of our community. It is to be used in conjunction with the other existing policies and procedures that apply to the WSUSOM (see “References” on page 7).

Principles of medical ethics originate with the code of Hammurabi in 2000 BC (1). Later, Hippocrates and Maimonides developed oaths that prescribe the required conduct of the physician (1). In our own era, the physician charters of the American College of Physicians and the American Board of internal medicine define three fundamental principles that underlie the practice of medicine:

- “1. The primacy of patient welfare or dedication to serving the interest the patient, and the importance of altruism and trust
2. Patient autonomy, including honesty and respect for the patients to make decisions about their care
3. Social justice, to eliminate discrimination in healthcare for any reason.” (1, 2).

Consistent with the WUSOM’s Mission Statement, there is a long-standing, high expectation for the professional behavior of faculty and faculty clinicians. There is significant public trust in physicians which is premised on the integrity of individual physicians and physicians as a whole. It is also imperative that students and residents learn by example the importance of generating trust and more generally what it is to be a professional. The conduct of faculty and academic staff is a critical influence in the professional development of learners as they model professionalism in their interactions with others.

Given the challenges currently faced by those in higher education and health professions, it is imperative to clearly identify fundamental principles of professionalism and the conduct expected from the WSUSOM faculty and academic staff.

SCOPE AND DEFINITIONS

This policy applies to all members of the WSUSOM who hold faculty appointments, including full time equivalent (payroll), full time affiliate (employed by WSUSOM affiliates listed at <http://home.med.wayne.edu/affiliated-hospitals/>), voluntary, and emeritus faculty, and all WSUSOM academic staff (“Covered Individuals”).

This policy does not apply to WSUSOM students. They are expected to adhere to the Professionalism Policy for WSUSOM students. This policy also does not apply to WSUSOM sole-sponsored residency program residents and fellows, who are expected to adhere to the GME Trainee Manual & Benefits Guide.

This policy applies to the conduct of a Covered Individual on the premises of the WSUSOM and, regardless of location, when participating in any activity that may adversely reflect on the WSUSOM or show an individual to be unfit for participation with the WSUSOM.

More specifically, this policy applies when a Covered Individual is engaged in assigned duties and representing the university and/or the WSUSOM including, but not limited to:

- Acting as a representative of the university and the WSUSOM in its business operations;
- Teaching students or resident physicians;
- Performing any service component of his/her assigned duties;
- Engaged in any research activity;
- Engaged in any patient care activity; or
- Presenting or attending a professional conference or engaged in any other professional development activity.

POLICY

As educators, researchers, health care providers, and academic staff members of WSUSOM, Covered Individuals have the obligation to provide a welcoming environment for the students, patients and colleagues that make our mission and goals possible and, when serving as representatives of the university and/or the WSUSOM, to conduct themselves in a manner that reflects the values of the health profession.

Covered Individuals must serve the interests of our students and patients, maintain professional competence, uphold patient and student confidentiality, and establish appropriate and respectful relationships with patients, students, and colleagues. As members of the educational team, Covered Individuals should strive to impart the ideals and standards of the practices of the health professions to our students. Toward that end, unprofessional conduct or behavior has no place within the WSUSOM and cannot be accepted, condoned, or tolerated.

In order to accomplish our mission and goals, all Covered Individuals are expected to lead by example and demonstrate the professional behavior and attributes that are appropriate for the university, WSUSOM, and the medical and public health professions.

PROVISIONS

Professional conduct requires that Covered Individuals will: treat patients, students, staff, and their colleagues with fairness, patience, respect, and dignity; refrain from any behaviors or actions that disrupt WSUSOM clinical, teaching, or research operations; and create safe environments for patient care, learning, and research.

Professional conduct also requires that Covered Individuals report to work in a fit condition and ready to perform their duties in a safe manner.

Additional examples of expected professional conduct include, but are not limited to:

- Upholding the education and academic standards of the university and WSUSOM, including:
 - Behaving ethically in all matters;
 - Managing conflicts of interest;
 - Avoiding discriminatory or harassing behavior in any form;
 - Complying with all program requirements;
 - Providing fair learner assessments and evaluations;
 - Eschewing all forms of scientific misconduct (and disclosing all known instances of such behavior in a timely manner to the appropriate department chair); and
 - Reliably and promptly attending all required activities.
- Supporting a commitment to excellence, personal accountability, integrity, and adherence to high professional standards.
- Maintaining professional competence, utilizing resources responsibly, and demonstrating a commitment to lifelong learning.
- Ensuring a collegial, supportive learning environment.
- Promoting a trusting learner-teacher relationship.
- Demonstrating cultural intelligence, respecting learner and patient autonomy, and promoting a welcoming environment for all.
- Applying scientific knowledge in teaching and clinical practices.
- Respecting all federal, state, and local laws and the rules and regulations of all regulatory, accrediting, and other applicable bodies.

Alternately stated, the Code of Professional Conduct *prohibits* conduct by Covered Individuals that:

- Demonstrates disregard for any person or persons;
- Threatens the health, safety, well-being, or property of any individual or group;
- Adversely affects the pursuit of WSUSOM objectives; or
- Adversely reflects on the WSUSOM community.

Covered Individuals who do not conduct themselves in a professional manner or who appear for work in a condition that will not allow them to perform their duties in a safe manner will be considered in breach of the Code of Professional Conduct [and actions may be taken, up to and including dismissal, in accordance with this and any other applicable WSUSOM or university policy or collective bargaining agreement].

Assisting any person in violating the Code of Professional Conduct will be treated no differently than a direct Code of Professional Conduct violation.

Finally, this policy may be enforced even if the Covered Individual resigns or withdraws from his or her role at the WSUSOM while a Code of Professional Conduct matter is pending review and action.

PROCEDURE

Reporting

Compliance concerns regarding the Code of Professional Conduct are to be reported as follows:

- By faculty: to the WSUSOM Vice (Associate) Dean for Faculty Affairs (see <http://facaffairs.med.wayne.edu/>),
- Represented, academic staff: to the WSUSOM Vice (Associate) Dean for Faculty Affairs (see <http://facaffairs.med.wayne.edu/>),,

In extremis, compliance concerns may be reported the University's Office of the General Counsel (see <http://generalcounsel.wayne.edu/>).

Posting

The Code of Professional Conduct shall be available on or through:

- The WSUSOM Administration webpage (<http://home.med.wayne.edu/administration/index.php>)
- The WSUSOM Faculty Affairs website (<http://facaffairs.med.wayne.edu/>).

Adoption

The Code of Professional Conduct shall be approved by the Dean of the School of Medicine, after consultation with the university's Human Resources division, Offices of the Provost as well as the Executive Committee of the Faculty Senate.

History

Approved by the Dean on October 9, 2015 and the Executive Committee of the Faculty Senate on February 12, 2015 with revisions approved by the Executive Committee of the Faculty Senate on October 8, 2015.

REFERENCES

1. Medical Professionalism Best Practices. Alpha Omega Alpha Honor Medical Society, Menlo Park, California, 2015. Editors Richard L. Byyny, Maxine A. Papadakis, Douglas S. Paauw
2. ABIM Foundation, American Board of Internal Medicine; ACP-ASIM Foundation, American College of Physicians – American Society of Internal Medicine; European Federation of Internal Medicine. Medical professionalism in the new millennium: physician charter. *Ann Intern Med* 2002;136:243-46.

Student Codes of Conduct

Professionalism Policy for WSUSOM students (e.g. undergraduate medical students)

- <http://asp.med.wayne.edu/professionalism.php>

Wayne State University Student Code of Conduct (e.g. graduate students)

- <http://www.doso.wayne.edu/assets/codeofconduct.pdf>

WSUSOM Medical Student Mistreatment policy and reporting form

- <http://studentaffairs.med.wayne.edu/form-mistreatment.php>

Bylaws

Wayne State University Board of Governors Bylaws

- <http://bog.wayne.edu/files/bylaws.pdf>

School of Medicine Bylaws

- NOT YET POSTED

By-Laws of the Faculty of Wayne State University School of Medicine

- http://www.med.wayne.edu/faculty_senate/som_bylaws.htm

Miscellany

AAUP-AFT Contract 2013 – 2021

- http://provost.wayne.edu/aaup/wsuaaup-aft_contract.pdf

GME Trainee Manual & Benefits Guide

- http://www.gme.med.wayne.edu/pdf/wsugme_manual_jan_2013.pdf

LCME Standard MS-31-A (through 2014-15)

- http://www.lcme.org/connections/connections_2013-2014/MS-31-A_2013-2014.htm

WSUSOM Mission Statement

- <http://home.med.wayne.edu/about/mission-statement.php>

WSUSSOM sole-sponsored programs' GME Policies and Procedures (protected access)

- <https://sharepoint.med.wayne.edu/sites/gme/admin/Policies%20and%20Procedures/Forms/AllItems.aspx>

Similar Policies at Other Institutions upon which the WSUSOM Policy Has Been Modeled

Northern Ontario School of Medicine, *Policy on Professionalism for Clinical Faculty*
(Approved Jun. 7, 2012)

University of New Mexico School of Medicine, *Statement of Professionalism*
(Oct. 24, 2002)

University of South Florida System, *Policy 0-910: Professional Conduct*
(Amended Aug. 23, 2013)

Western Michigan University Homer Stryker M.D. School of Medicine,
Code of Professional Conduct (Sep. 2013)



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