

FACULTY OF MEDICINE & DENTISTRY (FoMD)
Professionalism Values for FoMD Members

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Office of Accountability:	Dean, Faculty of Medicine & Dentistry
Office of Administrative Responsibility:	Associate Dean Professionalism
Scope:	This applies to all members of the FoMD*

Overview

The Faculty of Medicine & Dentistry at the University of Alberta, values scholarship, respect, compassion and caring, integrity, excellence, partnership, and stewardship. Recognizing that individuals may have multiple roles as learners, teachers, and supervisors, the guiding values identified in this document apply in all circumstances. This document is intended to outline the guiding values for FoMD members*, in alignment with other existing University of Alberta policies, rules, contractual provisions and regulations concerning the appropriate conduct of staff and applicable trainees. While links to many University of Alberta policies and other codes of conduct are listed at the end of this document, this is not an exhaustive list. This set of professional values is meant to be a guide of professional behaviour in addition to inspiring FoMD members to exemplify these outlined behaviours.

Purpose

The purpose of this document is to provide guidance for all those working and learning in the Faculty environment to navigate challenging situations by lending clarity when the appropriate course of action is not clear. It is intended to be both aspirational and inspirational in purpose. It encourages the promotion and maintenance of professional behavior as well as the voluntary actions that could be taken to address situations of complexity that might lead to misjudgment, lapses in professional behavior or improper conduct. The guiding values addressed in this document are not intended to be exhaustive and may be amended from time to time.

FoMD Definition of Professionalism

Professionalism is the behavior by which we demonstrate that we are worthy of the trust bestowed upon us by the public, because we are working for the public good (Swick 2000). Professionalism is demonstrated by a series of behaviors and attitudes expected of FoMD members within their FoMD roles, that upholds the highest standards of ethical conduct, integrity, respect and accountability. These require social and communicative competence to integrate multiple competing priorities in complex and uncertain environments. This will define how we handle ourselves in different situations, such as teaching, learning, mentoring, research, clinical care, administration and community engagement.

Swick HM. 2000. Towards a normative definition of medical professionalism. Acad. Med. 75:612-616.

Values

The Faculty of Medicine & Dentistry is committed to creating a positive environment that is conducive to optimal education, research, and clinical care. FoMD members should strive to maintain the following values. These include but are not limited to:

1. Honesty, Integrity and Confidentiality

- a. Communicate truthfully with patients, learners, academic and nonacademic colleagues
- b. Conduct and report research and other scholarly activities in an ethical and honest manner; appropriately credit participants involved in the work
- c. Identify, understand and appropriately manage potential conflicts of interest
- d. Maintain the confidentiality of patients and research participants as a central obligation
- e. Respect the privacy of patients and research participants, learners, and colleagues

2. Respect and Civility

- a. Maintain respectful interactions with all FoMD members, patients, families and all healthcare colleagues
- b. Avoid discrimination as defined by University of Alberta procedures and policies (UAPPOL)
- c. Respect the autonomy and personal boundaries of others

3. Responsible Behavior

- a. Create environments that are conducive to learning
- b. Assure that patient care assumes the highest priority in the clinical setting
- c. Report professional and scientific misconduct and unskilled practice through the appropriate channels
- d. Model professional behavior
- e. Support an environment of safety and trust
- f. Take personal responsibility for actions and decisions
- g. Assure that assessments and evaluations are conducted in a fair and equitable manner
- h. Be prudent with fiscal resources

4. Excellence and Inquiry

- a. Nurture professional growth and intellectual independence
- b. Foster professionally collaborative models of care
- c. Foster a culture of inquiry

Process for addressing concerns

There are several ways to address concerns and complaints regarding professionalism and/or ethical issues within the FoMD. These include, but are not limited to informal channels such as consultation with chair or a trusted individual, as well as formal channels such as the Office of Professionalism at the FoMD, and resources at the University of Alberta.

Consistent with the University policy of Ethical Conduct and Safe Disclosure, the FoMD will maintain an environment of safe disclosure. The identity of the person reporting a concern/complaint will be protected to the extent possible under government legislation, University policies, and collective agreements in effect at the time of the alleged misconduct. All individuals against whom allegations are registered will maintain the rights, privileges and protections afforded to them through the *Freedom of Information and*

Protection of Privacy (FOIPP) Act and other applicable government legislation, University policies, and collective agreements in effect at the time of the alleged misconduct.

*FoMD members include: all academic faculty and clinical faculty; postgraduate medical residents; undergraduate and graduate students; postdoctoral and clinical fellows; and non-academic staff.

Related Policies

The following list includes links from the FoMD, University of Alberta (Central), and outside sources.

FoMD

[Expression of Opinion and Representation Guidelines](#) - under Professionalism Policies

[Interactions with Industry Policy](#) - under Professionalism Policies

[Practicum Intervention Policy](#) - under Practicum Intervention Policies

University of Alberta

[Academic Staff and Support Staff Agreements](#)

[Board of Governors](#)

[Code of Conduct/Conflicts of interest](#)

[Code of Student Behavior](#)

[EDI Strategic Plan](#)

[Educating and Employing Entities \(U of A, U of C, AHS\) /PARA Agreement](#)

[For the Public Good, Our Vision, Mission and Values](#)

[UAPPOL \(University of Alberta Policies and Procedures Online\)](#) with a focus on:

- [Discrimination, Harassment and Duty to Accommodate Policy](#)
- [Human Research Ethics Policy](#)
- [Research Policies](#) - various

Outside

[AHS Cares - Living our Values](#)

[Alberta Dental Association and College Bylaws & Standards of Practice](#)

[Alberta Health Professions Act](#)

[Alberta Health Services Medical Staff Bylaws and Rules](#)

[Canadian Council on Animal Care Principles and Guidelines](#)

[Canadian Dental Hygienists Association Code of Ethics](#)

[Canadian Institutes for Health Research Act](#)

[Canadian Medical Association Code of Ethics and Professionalism](#)

[College of Physicians and Surgeons of Alberta Code of Conduct](#)

[College of Physicians and Surgeons of Alberta Standards of Practice](#)

[National Institutes of Health](#)

[Natural Sciences and Engineering Research Council of Canada](#)

[Social Sciences and Humanities Research Council](#)