

## Statement on Professionalism

**Owner Department:** Office of Student Affairs

**Owner:** Associate Dean of Student Affairs

**Affected Department(s) or Parties:** All Carle Illinois College of Medicine students

**Effective Date:** 06-07-17

**Revision Date:**

**Next Review Date:** 06-07-18

**Policy Number:** APS-4

The profession of medicine requires mastery of the relevant body of knowledge, mastery of clinical skills, and conformity to high standards of behavior in all academic, clinical, and other settings. The determination of academic success at the Carle Illinois College of Medicine (Carle Illinois) will include an assessment of the student's knowledge, skills and adherence to expected standards of behavior. It is incumbent on all students to seek the counsel of the Office of Student Affairs if they believe themselves unable to meet the College's academic and professional/behavioral standards for any reason.

In keeping with its educational goals, Carle Illinois expects students to display behavior, attitudes, and personal characteristics consistent with the standards expressed in this Statement on Professionalism, which is based on standards across the profession.

Students who fail to comply with the Carle Illinois standards of professionalism are subject to action as approved by the Carle Illinois Student Progress and Promotions Committee ranging from completion of a program of remediation, participation in additional activities which could impact the students' progress towards graduation, to suspension or dismissal depending on the severity of infringement. Behaviors deemed unprofessional by members of the Carle Illinois community that may not be specifically described in this policy will be reviewed by the Student Progress and Promotions Committee.

Where there is any question about a student's suitability for the profession, based upon a student's failure to meet academic, clinical, and/or professional/behavioral standards, Carle Illinois reserves the right to evaluate the student according to its own policies and procedures. At the same time, Carle Illinois students have the same responsibilities as all other University of Illinois students, and must abide by the Rules of Conduct set out in the Student Code (e.g., see [http://studentcode.illinois.edu/article1\\_part3\\_1-302.html](http://studentcode.illinois.edu/article1_part3_1-302.html)). Carle Illinois students who

violate campus conduct rules may face disciplinary action through the University's Student Disciplinary procedures. More information is available in the [Article 1 – Section 3 of the University's Student Code](#)

The following personal characteristics and attitudes of students will be observed and evaluated throughout the medical curriculum. Students are expected to demonstrate these characteristics, and to maintain high standards of professionalism in any behaviors not mentioned explicitly here, in both their academic and personal pursuits.

The student will develop an understanding that the practice of medicine is by its nature not simply a job, or even a career, but a vocation.

1. Patient-centered—within this fiduciary relationship, the student will demonstrate constant respect for the life, health, and when possible, the autonomy of the patient from the patient's earliest stages until death. It entails numerous responsibilities to patients, colleagues, and society, and is at root a fiduciary relationship, putting the patients' best interests ahead of the physician's. The student will understand that while they are to function as a patient advocate, they are not ethically obligated to act contrary to their own deeply held values or beliefs in their care of their patients.
2. Tolerance – the student will recognize his/her biases and not allow them to affect patient care or contribute to threatening or harassing interactions with others. He/she will actively listen to others' points of view and manage conflicts with tact and discretion. The student will demonstrate compassion and respect for all patients, but be willing to confront inappropriate behavior when needed.
3. Professional Competence and Scientific Knowledge – the student will develop an understanding of the complexities of clinical practice as it relates to health systems, medical decision making, ethics, communication, and inter-professional teamwork. The student will value lifelong learning, interpersonal relationships, and meaningful self-reflection. He/she will demonstrate, in his/her academic ability, an aptitude for problem solving based on scientific principles.
4. Just Distribution of Finite Resources – the student will demonstrate an awareness of costs and resources, quality of life, and related ethical decisions. The student will be passionate about improving quality of care and access to care.
5. Managing Conflicts of Interest – the student will become adept at assessing the impact of industry, drug and devices, regulation and cost reimbursement, and patient rights and manages these conflicts of interest. He/she will remain vigilant in regard to personal conflicts of interest, such as acting in ways designed to advance one's own career, family

and allies' interests, finances, power or influence when contrary to the best interests of the patient.

6. Use of Technology - the student will employ technology prudently and be fully aware of its impact on cost, access, and quality. He/she will employ technology to enhance patient healthcare and interactions while maintaining data security.
7. Involvement in the Profession of Medicine – the student will work effectively as a member of a team or organization to promote interpersonal, professional, and society development. He/she will demonstrate motivation to study medicine and a genuine interest in and desire to contribute to the medical profession.
8. Integrity – the student will communicate honestly, directly, and tactfully with patients, families, peers, faculty, and staff in all situations and interactions. The student will identify information that is confidential and maintains confidentiality. He/she will observe academic honesty in all circumstances and will be trustworthy and able to discern when he/she needs help. The student will maintain appropriate relations with patients at all times.
9. Interpersonal Relationships – the student will demonstrate empathy and respect for all faculty members, students, residents, staff and patients and their families without regard to any intrinsic or extrinsic personal behaviors, characteristics, or beliefs. He/she will interact effectively in difficult situations, demonstrate respect for and complement the roles of other professionals and be cooperative and earn respect through trustworthiness.
10. Initiative – the student will act independently to identify and complete tasks as they arise. He/she will be committed, thorough, and dependable and exert the utmost effort in acquiring the knowledge, skills, attitudes, and behaviors required to become an effective physician. He/she will remain actively involved in learning and complete tasks in a timely manner. He/she will assist fellow students in meeting their professional obligations helping others learn and complete tasks. Students will demonstrate willingness to spend the time needed to acquire necessary skills as a physician and to assume new responsibilities, recognize when help is required and ask for guidance and assistance when needed.
11. Dependability – the student will complete tasks promptly and well. He/she will arrive on time and actively participate in clinical and didactic activities. The student will follow through with clinical responsibilities, and be reliable and conscientious.

12. Attitudes – the student will be actively concerned about others, and maintain a positive outlook toward others and toward assigned tasks. He/she will recognize and admit mistakes and seek and accept feedback and use it to improve performance.
13. Function Under Stress – the student will maintain professional composure and exhibit good personal and clinical judgment in stressful situations. He/she will identify unprofessional conduct, recognizing the importance of maintaining professional behavior in the clinical setting in spite of inappropriate action on the part of others. He/she will hold others accountable for unprofessional behavior.
14. Appearance – the student will display appropriate professional appearance and be appropriately groomed.

Each student has the responsibility to know these standards and to abide by them. In addition to this Statement on Professionalism, students at Carle Illinois are also subject to a variety of other standards of conduct. These include, but are not limited to, HIPAA standards, sexual harassment standards, sexual misconduct standards, the University Student Code, and criminal codes. The Carle Illinois Student Progress and Promotions Committee will review students disciplined in relation to these standards in light of this Statement on Professionalism.

#### 4C and Professional Attributes

##### **Competence**

- Use of Technology
- Professional Competence and Scientific Knowledge
- Dependability
- Function under stress
- Managing Conflicts of Interest
- Integrity
- Appearance

##### **Compassion**

- Patient-centered
- Professional Competence and Scientific Knowledge
- Just Distribution of Finite Resources
- Tolerance
- Interpersonal relationships
- Integrity
- Attitudes

**Curiosity**

Use of Technology  
Initiative  
Involvement in the Profession of Medicine

**Creativity**

Use of Technology  
Initiative

**Governing Body:** Curriculum Oversight Committee

**History:**

Created: June 7, 2017

Revised:

**Approved By/Date:**

Curriculum Oversight Committee, June 7, 2017, Faculty Executive Committee August 15, 2017