

West Virginia University School of Public Health
Graduate Medical Education Policy on Code of Professionalism (CPR VI.B) (III.B.6.)

The West Virginia University School of Public Health embraces the following Code of Professionalism amongst all students, residents, faculty and staff. This code provides the foundation for proper lifelong professional behavior. It is the expectation that this behavior will be consistently maintained at its highest level both inside and outside of the professional training environment. The nine primary areas of professionalism are defined as:

Honesty and Integrity

- Honesty in action and in words, with self and with others
- Does not lie, cheat or steal
- Adheres sincerely to school values
- Avoids misrepresenting one's self or knowledge
- Admits and corrects mistakes
- Will not provide supervision or evaluation of a first-degree relative

Accountability

- Reports to duty/class punctually and well prepared
- Keeps appointments
- Is receptive of constructive evaluations (by self and others)
- Follows up on communications
- Completes academic and clinical work in a timely manner
- Recognizes impairment in themselves, peers and other members of the healthcare team
- Accurately reporting of clinical and educational work hours, patient outcomes and clinical experience data

Responsibility

- Reliable, trustworthy and caring to all
- Prompt, prepared and organized
- Takes ownership of assigned implicit and explicit assignments
- Seriously and diligently works toward assigned goals/tasks
- Wears appropriate protective clothing, gear as needed in patient care

Respectful and Nonjudgmental Behavior

- Consistently courteous and civil to all
- Tolerates diversity in culture, country of origin, gender, sexual orientation, religious preference, political views, age, ethnicity and race
- Works positively to correct misunderstandings
- Listens before acting
- Considers others' feelings, background and perspective
- Realizes the value and limitations of one's own beliefs, and perspectives
- Strives not to make assumptions

Compassion and Empathy

- Respects and is aware of others' feelings
- Attempts to understand others' feelings
- Demonstrates mindfulness and self-reflection

Maturity

- Exhibits personal growth
- Shows appropriate restraint
- Tries to improve oneself
- Has the capacity to put others ahead of self
- Manages relationships and conflicts well
- Maintains personal and professional balance and boundaries
- Willfully displays professional behavior
- Makes sound decisions
- Manages time well before, during and after clinical assignments
- Able to see the big picture
- Seeks feedback and modifies behavior accordingly
- Maintains publicly appropriate dress and appearance

Skillful Communication

- Effectively uses verbal, non-verbal, and written communication skills that are appropriate to the culture/setting
- Writes and speaks with clarity at a comprehensible level
- Speaks clearly in a manner understood by all
- Gives and receives constructive feedback
- Wears appropriate dress for the occasion
- Enhances conflict management skills

Confidentiality and Privacy

- Applies confidentiality and privacy in all patient affairs
- Maintains information in an appropriate manner
- Acts in accordance with known guidelines, policies, and regulations
- Seeks and reveals patient information only when necessary and appropriate

Self-directed learning and appraisal skills

- Demonstrates the commitment and ability to be a lifelong learner
- Accomplishes tasks without unnecessary assistance and continues to work and value the team
- Is honest in self-evaluation of behavior, performance, skills, knowledge, strengths, weaknesses and limitations, and suggests opportunities for improvement
- Is open to change

Approved by GMEC: September 22, 2017

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