



Faculty Code of Professional Conduct

Accepted by the Medical College Assembly, SUNY Upstate Medical University, May 24, 1990:

Preamble

The Faculty Appointments and Promotions Committee has been established to evaluate faculty at the time of appointment, promotion or continuing appointment. Elements of professional competence have been suggested by the Policy Board of Trustees. The weight of each of these elements, and other criteria which may be defined, varies in individual circumstances by written agreement at the time of appointment.

1. Mastery of subject matter — as demonstrated by advanced degrees, licenses, honors, awards and reputation in one's professional field.
2. Effective teaching — as demonstrated by judgment of colleagues, development of teaching materials or new courses and student reaction, determined from surveys, interviews and classroom observation.
3. Scholarly activity — as demonstrated by success in developing and carrying out significant research in one's professional field, by contribution to the arts, publications and by reputation among colleagues.
4. Effective University service — as demonstrated by college and university public service, by committee and administrative work and by work in the community.
5. Continuing growth — as demonstrated by reading, research or other activities to keep abreast of current developments in one's field.

The following Code defines a set of ideals to be pursued by those who accept the rights and responsibilities of promoting the intellectual and professional development of students at Upstate Medical University. It is intended to supplement, not supersede, either the Policies of the Board of Trustees or any agreement between the University and negotiating bodies representing faculty.

Observances of Institutional Rules and Expectations

It is the responsibility of faculty to understand and abide by those institutional regulations which apply to their circumstances. Examples of these include the New York State Hospital Code, University Hospital Policies and Procedures, public safety regulations and other regulations described in the Faculty Handbook, policies of the SUNY Board of Trustees, rules of the New York State Board of Regents governing one's profession and federal regulations which apply to the conduct of funded research. Also, it is the responsibility of faculty to seek amendment of such rules, through proper channels, when they are deemed inappropriate for prevailing circumstances.

Performance of Professional Duties

A faculty member should demonstrate honesty, fairness, energy, diligence, punctuality and competence in preparation for and performance of accepted professional duties.

Interactions with Colleagues, Students and Patients

Faculty and students mutually recognize the right of each party to be treated in a respectful manner. Faculty should demonstrate objectivity, equity, confidentiality, impartiality and compassion in their dealings with colleagues, students, patients, research subjects, employees and others. Behavior such as racial or sexual harassment, undue criticism, sarcasm, public humiliation and insensitivity to the feelings of individuals or the community at large is inappropriate. Discrimination on the basis of race,

sex, sexual orientation, color, creed, age, national origin, disability, marital status or status as a disabled veteran or veteran of the Vietnam era is contrary to University policy and cannot be tolerated.

Performance and Reporting of Research, Consultation and Treatment

Faculty will comply with all appropriate requirements for the disclosure of methods and findings, compliance with financial reporting and informed consent requirements. Professional standards for the acknowledgement of all contributions in the conduct and publication of research and in professional consulting or treatment of patients must be observed.

Support for Academic Freedom

Faculty recognize the rights and responsibilities related to the protection and furtherance of intellectual, aesthetic and expressive freedoms — not only for professional scholars and artists, but also for students and other members of the academic and wider community. Faculty should recognize, without discrimination or bias, that students must have the freedom to pursue their own academic growth in a positive and challenging atmosphere.

Maintenance of Professional Ethical Standards

Members of the faculty should acknowledge their personal responsibility to initiate and cooperate with collegial efforts to define, promote and uphold professional and ethical standards.

Reporting and Corrective Mechanisms

Faculty members are obligated to maintain high personal standards of conduct. They should also encourage similarly high standards among fellow faculty members through personal example and moral persuasion. In the event that informal means of modifying inappropriate conduct are not successful, alleged violations of the Code of Professional Conduct should be reported to the departmental chairman, dean or other administrative officer for appropriate action.