



## NOSM Policy - Professionalism for Clinical Faculty

Approved by: Academic Council  
Responsible Office(s): Faculty Affairs  
Responsible Officer(s): Associate Dean, Faculty Affairs

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### 1. Preamble

The Northern Ontario School of Medicine's most recent strategic plan highlights the core values which are fundamental to our mission. It is up to each of us to support innovation, collaboration, social accountability, respect and inclusiveness. A commitment to professionalism is implicit in these core values.

The following serves as a set of guidelines to be referenced by the learners and Clinical Faculty of the Northern Ontario School of Medicine. These guidelines aim to support and develop professionalism in the physicians, regulated health professional, leaders and learners who are committed to improving the health of Northern Ontarians and is to be used in conjunction with the Academic Misconduct section of the Discipline Procedures for Clinical Stipendiary Faculty Policy.

There is a long standing, high expectation for the professional behavior of clinicians. There is significant public trust in physicians which is premised on the integrity of individual physicians and physicians as a whole. It is imperative that students and residents learn the importance of generating trust and more generally what it is to be a professional. Clinical Faculty are an important influence in the professional development of learners as they model professionalism in their interactions with others.

Given the challenges currently faced by regulated health professionals it is useful to clearly identify fundamental principles of professionalism and the responsibilities expected from the Northern Ontario School of Medicine's Clinical Faculty.

2. Clinical faculty should demonstrate and model a high standard of professionalism including adopting a fair and ethical approach with respect to teaching . This includes but is not limited to a commitment to:

- respect the privacy and confidentiality of the patients and learners;
- promote a trusting learner teacher relationship;
- act as a mentor and leads by example;
- uphold the education standards and academic principles of the Northern Ontario School of Medicine Programs;
- ensure a collegial, supportive learning environment ;
- ensure fair learner assessment and evaluation;
- ;
- demonstrate cultural intelligence and promote a welcoming environment for learners and health care providers of all cultures, personalities and learning styles; ;
- be a role model for collaboration and relationships with patients, their families and other providers of care;
- apply scientific knowledge in their clinical practice including evidence based medicine;
- support integrity and adherence to high professional standards among their colleagues; ;
- ensure maintenance of professional competence;
- demonstrates a commitment to lifelong learning;

- collaborate with learners and other health care providers to create a collegial practice and learning environment ;
  - has insight into one's own behavior in order to seek self-improvement, including acknowledging errors;
  - respect the rules and regulations of their regulatory body.
3. Clinical faculty should maintain a high standard of ethical and professional behavior when conducting research. This includes but is not limited to a commitment to:
- manage conflicts of interest (for additional information please see Conflict of Interest Policy);
  - meet professional responsibilities; exercise honesty with colleagues and third parties;
  - ensure integrity in data collection and reporting; ensure research is carried out in an ethical and scientifically sound manner with appropriate consents acquired;
  - avoid all forms of scientific misconduct and to disclose all known instances of such behavior to the appropriate Section Chair.
4. Alleged or admitted violations of these principles will lead to investigation in accordance with the Academic Misconduct section of the Discipline Procedures for Clinical Stipendiary Faculty Policy (for additional information please refer to the policy). Corrective action may be taken in addition to what is outlined by the appropriate professional body. As per the Disciplinary Procedures for Clinical Stipendiary Faculty Policy actions may include warning, reprimand, suspension or other appropriate measures. Violations will be taken into consideration when making decisions regarding eligibility for reappointment and promotion.
5. For further information please refer to the following policies:
1. Discipline Procedures for Clinical Stipendiary Faculty Policy
  2. Conflict of Interest Policy (draft)
  3. College of Physicians and Surgeons of Ontario Policies:  
<http://www.cpso.on.ca/policies/policies/default.aspx?id=1778>
  4. Canadian Medical Association Policy on Medical Professionalism:  
<http://www.cpso.on.ca/policies/guide/default.aspx?id=1696>
  5. College of Physicians and Surgeons of Ontario Policy Statement: Professional Responsibilities in Undergraduate Medical Education:  
<http://www.cpso.on.ca/policies/policies/default.aspx?ID=1854>
  6. College of Physicians and Surgeons of Ontario Policy Statement: Professional Responsibilities in Postgraduate Medical Education:  
<http://www.cpso.on.ca/policies/policies/default.aspx?ID=1846>
  7. Tri-Council Policy Statement: Integrity in Research and Scholarship:  
[http://www.nserc-crsng.gc.ca/NSERC-CRSNG/Politiques-Politiques?tpsintegrity-picintegritie\\_eng.asp](http://www.nserc-crsng.gc.ca/NSERC-CRSNG/Politiques-Politiques?tpsintegrity-picintegritie_eng.asp)

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