



PREAMBLE

Faculty and learners (residents and students) are obligated under a variety of policies and standards, both at THMEP and the Universities with which it affiliates for medical education, to interact in a professional manner. THMEP and Tucson Medical Center (TMC) are committed to ensuring that the learning environment is conducive to open communication and robust interactions between faculty and learners, in order to promote the acquisition of knowledge and to foster the attitudes and skills required for the professional practice of medicine. Such activities require an environment that is free from harassment, discrimination, retaliation, or other inappropriate conduct. All faculty and learners are governed by THMEP policies and the TMC Code of Conduct and are expected to adhere to them. Violations of these policies will be investigated, any necessary education will be provided, appropriate corrective interventions will be made and, if appropriate, disciplinary action will be imposed, as needed.

PROFESSIONAL ATTRIBUTES

These attributes of professional behavior describe those behaviors that are expected from all members of the THMEP clinical faculty, residents, students, and staff. This professional behavior is expected to be upheld during all exchanges including, but not limited to, face-to-face and telephone/teleconference meetings, texting, video, email, and social networking technologies.

- Communicate in a manner that is effective and promotes understanding.
- Adhere to ethical principles accepted to be the standards for scholarship, research, and patient care, including advances in medicine.
- Demonstrate sensitivity and respect for, and promote both inclusiveness of and equity towards, diversity in age, culture, gender identity, disability, social and economic status, sexual orientation, and other unique personal characteristics.
- Strive for excellence and quality in all activities and continuously seek to improve knowledge and skills through life-long learning while recognizing personal limitations.
- Uphold and be respectful of the privacy of others.
- Consistently display compassion, humility, integrity, and honesty as a role model to others.
- Work collaboratively to support the overall mission of THMEP and TMC Health in a manner that demonstrates initiative, responsibility, dependability, and accountability.
- Maintain a professional appearance, bearing, demeanor, and boundaries in all settings that reflect on THMEP.
- Promote wellbeing and self-care for patients, colleagues, and self.
- Be responsive to the needs of the patients and society that supersede self-interest.

RESPONSIBILITIES OF THE THMEP FACULTY AND ADMINISTRATORS TO LEARNERS

Faculty Members and Administrators of THMEP Shall Provide:

- An environment that is physically safe for learners.
- A curriculum in which education is paramount in the assignment of all tasks. In assigning tasks to learners, faculty and administrators shall keep in mind that the primary purpose of such assignments is to enhance the learner's educational experience.



- Support for the learner's professional development. This support will include a carefully planned and well-articulated curriculum. Administrators will facilitate the progress of learners through the curriculum. Faculty and administrators will support learners in their personal development as they adjust to the needs and standards of the profession.
- An understanding that each learner requires unscheduled time for self-care, social and family obligations, and recreation.
- Accurate, appropriate, and timely feedback to learners concerning their performance in the curriculum. In assessing learners, faculty and administrators will act in a manner that is consistent with the stated goals of the educational activity, which will in turn be meaningful for future medical practice. In addition, faculty will provide learners with professional and respectful feedback during and after educational and clinical activities.
- Opportunities for learners to participate in decision-making in THMEP, including participation on committees that design and implement the curriculum and tools for learner performance assessment in accordance with THMEP policies and practice.

RESPONSIBILITIES OF LEARNERS TO FACULTY, ADMINISTRATORS OF THEMP AND OTHERS

Learners at THMEP Shall:

- Strive to optimize individual and group learning, while working towards the well-being of self and colleagues.
- Meet the educational goals and objectives of the curriculum to the best of their abilities.
- Assume an appropriate level of responsibility on healthcare teams and execute assigned responsibilities to the best of their abilities.
- Respect the authority of the faculty and administrators in determining the proper training environment and activities for their education.
- Take an active role with the administration and faculty regarding the refinement and evaluation of the curriculum, and in defining and addressing aspects of the educational program and the learning environment that require change.
- Support their colleagues in their professional development.
- Treat all THMEP administration members, faculty, learner peers, other healthcare team members and patients with compassion and respect.

Resident/Student/Teacher Signature

I have read and agree to adhere to the principles outlined in the Teacher Learner Compact (2 pages)

Signature:

Date: