

Professionalism, Citizenship, and What It Means to be “In Good Standing” in the Department of Medicine

Professionalism

Duke University School of Medicine Statement on Faculty Professionalism

All School of Medicine faculty are expected to uphold the highest standards for professional conduct and ethical behavior. Faculty are expected to treat everyone in the work environment with courtesy, respect, and dignity. Faculty are responsible for modeling professional conduct, for cultivating a respectful and inclusive work environment, and for responding to unprofessional behavior on the part of others. All faculty are expected to adhere to applicable Duke University and Duke University Health System policies and procedures.

Unprofessional behavior includes that which is intimidating, threatening, violent, inappropriate, illegal, dishonest or in violation of departmental, University or Health System standards or policy. To foster a just and safe community, unprofessional behavior will be addressed, with interventions aimed at promoting insight, accountability, and appropriate changes in behavior. Unprofessional behavior may result in sanctions, up to and including compensation reduction and the initiation of termination proceedings.

[SoM Statement on Faculty Professionalism](#)

Citizenship

In addition to the minimum standards of faculty behavior and professionalism, all faculty should aspire to outstanding citizenship within the department and their working groups, serving as models of professional conduct and ethical behavior.

Minimum Standards for Good Citizenship in the Department

- All faculty must ensure current training required by Duke University, and all other facilities where practicing as a Duke physician (e.g., Durham VA Medical Center, Duke Regional, Duke Raleigh, etc.).
- All faculty must complete trainee evaluations in a timely manner (within 4 weeks of receiving an evaluation request).
- All faculty must promptly, vigorously and authentically address any concerns raised about them with regard to bias (implicit or explicit), microaggression, incivility, disrespecting individuals or groups, or other concerns that potentially violate a culture of diversity, equity and inclusion.
- Faculty members conducting research may not have any significant compliance findings from internal and/or external research reviews (e.g., human or animal subjects, research integrity/misconduct, conflict of interest, etc.)
- All faculty involved in research must complete research-related training and navigation as directed by the School of Medicine.
(<https://researchinitiatives.duke.edu/research-navigation>)
- Clinical faculty must maintain active NC medical license and DEA registration (if prescribing controlled substances).
- All clinical faculty must complete Electronic Medical Record (EMR) documentation in a timely manner:

- Faculty members should not appear on the 8+ week report or accumulate > 50 open encounters at any time.
- Faculty members should especially ensure that they do not appear on these delinquent reports twice within a calendar year (intervention would have been enacted at the first instance)

Examples of Good Citizenship in the DOM

- Regular attendance at Medicine Grand Rounds; Learning, Education, and Discussion Series (LEADS); and division Grand Rounds sessions
- Participation in service to the department and university community (relevant committee membership, leadership on new initiatives)
- Contribution to the educational mission of the School of Medicine and university
- Engagement of community as a “Civility Champion”; member of the Diversity, Equity, Inclusion and Antiracism (DEIAR) Committee or school-wide implementation of the Moments to Movement strategic plan.

“In Good Standing”

It is the expectation that all Department of Medicine faculty will remain “in good standing” as members of the Duke community. Faculty members remain in good standing when following the guidelines outlined in the School of Medicine Statement on Professionalism, as well as the Minimum Standards for Good Citizenship in the Department. This “Good Standing” designation allows for each faculty member to have the full support of the department and divisions for professional and academic development.

Faculty members who engage in behaviors that jeopardize their being in good standing will be notified by either their division or department leadership. Processes for re-establishing the status of being in good standing will be determined on an individual basis by the DOM Chair’s office.

Examples of Behaviors/Actions Jeopardizing “Good Standing”

- Failure to meet minimum requirements for Good Citizenship within the DOM (listed above)
- Active investigations into professionalism issues, especially those resulting in an active Performance Improvement Plan for behavioral issues
- Persistent, substantiated and unresolved behaviors reflecting bias, incivility or disrespect, particularly of women and members of minoritized groups
- Active investigation for research misconduct
- Active referral to SoM Professionalism Council
- Pending action/investigation by the Office for Institutional Equity (OIE)
- Suspension of teaching privileges by Duke University or the School of Medicine

Benefits of Being “In Good Standing”

- Eligible for incentive pay
- Eligible for support of Division Chief and Chair in promotion and tenure process
- Potential nominee for internal/external awards
- Consideration for committee and leadership roles