

INTEGRITY

COMPASSION

RESPECT

PROFESSIONALISM
CHARTER





PREAMBLE

EVERYONE WHO WORKS OR STUDIES at The University of Texas Medical Branch (UTMB) is a member of a community of professionals dedicated to advancing UTMB's missions of education, research and patient care. Members of the UTMB community, though diverse in culture, educational backgrounds and beliefs, share a common set of professional values that help them remain true to UTMB's historic commitment to the health of Texas. These values, or professional commitments, are outlined in this charter.

Professionalism is the standard of conduct for everyone at UTMB. The foundation for UTMB's culture of professionalism is rooted in the trust placed in those who deliver patient care, conduct research, educate future health care professionals, provide administrative support, maintain a supportive environment and work to master a health discipline.

Each member of the UTMB community has a responsibility to act with integrity, compassion and respect toward one another and those we serve. Honoring this responsibility and being accountable is the essence of professionalism. It is in this spirit that the UTMB Professionalism Charter was developed.

THE FOLLOWING PROFESSIONAL COMMITMENTS APPLY
TO EACH MEMBER OF THE UTMB COMMUNITY.



Commitment to professional responsibilities.

Every member of the UTMB community is considered a professional. We respect one another, work collaboratively and carry out our duties at the highest level of quality. We evaluate our contributions to UTMB's mission and performance, and we demonstrate continued competence and growth. We support the remediation of problems and discipline of those who fail to act professionally.

Commitment to service.

Every member of the UTMB community puts the interests of those being served before self-interest. Integrity, compassion and respect characterize this commitment to service.

Commitment to diversity.

Every member of the UTMB community respects differences, honors choices, and works to eliminate discrimination and health disparities. At the most basic level, everyone addresses discrimination when he or she sees or experiences it.



Commitment to professional competence.

Every member of the UTMB community is committed to lifelong learning and is responsible for maintaining the knowledge, skills and attitudes necessary for high-quality performance.

Commitment to confidentiality.

Every member of the UTMB community safeguards the privacy of personal and sensitive information about patients, families, co-workers, research subjects, students and the institution.

Commitment to honesty.

Every member of the UTMB community values honesty. We are truthful, trustworthy and accountable. We do not cheat, steal, lie or destroy or falsify information. Honesty and accountability also prevail when errors and injuries occur. We promptly admit our mistakes and take corrective actions.



Commitment to the responsible use of resources.

Every member of the UTMB community is a good steward of the resources entrusted to the university. This commitment includes the responsible use of money, equipment, time, space and personnel.

Commitment to improving access to education and health care.

Every member of the UTMB community supports our mission to reduce barriers and promote access to health care services and health sciences education.

Commitment to quality.

Every member of the UTMB community is committed to excellence by providing the best quality of patient care, education, research and administrative support possible. This commitment is met by continuously striving to achieve higher levels of performance. Everyone, individually and through professional organizations, develops and improves measures of quality that promote achievement of optimal outcomes.



Commitment to maintaining appropriate relations.

Every member of the UTMB community avoids using a position of power to unfair advantage, given the inherent vulnerability of individuals who enter into educational, research, employment and therapeutic relationships. Exploitation of any kind is unacceptable, whether for personal or professional gain.

Commitment to managing conflicts of interest.

Every member of the UTMB community recognizes, discloses and addresses issues—whether real or perceived—that compromise institutional loyalty and personal integrity.

Commitment to knowledge.

Every member of the UTMB community promotes ethical conduct in the creation and use of new knowledge that advances health. We are committed to the honest dissemination of our work and the appropriate application of our knowledge.

Second Edition, June 2005. This document has been adapted from Medical Professionalism in the New Millennium: A Physician Charter, *Annals of Internal Medicine*, 2002; 136 (3): 243-246, created by the ABIM Foundation, ACP-ASIM Foundation and European Federation of Internal Medicine under the auspices of the Medical Professionalism Project.

UTMB Honor Pledge

*On my honor, as a member of the UTMB community,
I pledge to act with integrity, compassion and respect
in all my academic and professional endeavors.*