

RESIDENT/FELLOW PROFESSIONAL EXPECTATIONS POLICY

For all SMHS Residents/Fellows

POLICY STATEMENT

A resident/fellow shall have the continuing responsibility to comply with federal and state laws; rules and regulations of the University of North Dakota, the School of Medicine and Health Sciences and its individual departments, affiliated hospitals and other medical institutions; and other applicable guidelines.

PRINCIPLES

- I. The following Principles of Medical Ethics adopted by the American Medical Association in 2001 (<https://www.ama-assn.org/sites/default/files/media-browser/principles-of-medical-ethics.pdf>) are not laws, but standards of conduct that define the essentials of honorable behavior for the resident/fellow and under which the resident/fellow will be held accountable.
 - a. A physician shall be dedicated to providing competent medical care, with compassion and respect for human dignity and rights.
 - b. A physician shall uphold the standards of professionalism, be honest in all professional interactions, and strive to report physicians deficient in character or competence, or engaging in fraud or deception, to appropriate entities.
 - c. A physician shall respect the law and also recognize a responsibility to seek changes in those requirements which are contrary to the best interests of the patient.
 - d. A physician shall respect the rights of patients, colleagues, and other health professionals, and shall safeguard patient confidences and privacy within the constraints of the law.
 - e. A physician shall continue to study, apply, and advance scientific knowledge, maintain a commitment to medical education, make relevant information available to patients, colleagues, and the public, obtain consultation, and use the talents of other health professionals when indicated.
 - f. A physician shall, in the provision of appropriate patient care, except in emergencies, be free to choose whom to serve, with whom to associate, and the environment in which to provide medical care.
 - g. A physician shall recognize a responsibility to participate in activities contributing to the improvement of the community and the betterment of public health.
 - h. A physician shall, while caring for a patient, regard responsibility to the patient as paramount.
 - i. A physician shall support access to medical care for all people.
- II. Residents/fellows shall also be dedicated to:
 - a. Having compassion, integrity and respect for others,
 - b. Be responsive to patient needs that supersede self-interest,
 - c. Respect patient privacy and autonomy

- d. Be accountable to patients, society, and the profession
- e. Be sensitive and responsive to a diverse patient population including but not limited to diversity in gender, age, culture, race, religion, disabilities and sexual orientation.

PROCEDURES

1. Failure to comply with these expectations could result in discipline pursuant to University of North Dakota School of Medicine and Health Sciences Resident Fair Process and Grievance Procedure.

Approved by GMEC 9/12/17