

## **Division of Health Sciences Expectations on Professionalism**

### **PROFESSIONAL COMMITMENTS TO WHICH FACULTY AND STUDENTS SHOULD ASPIRE**

Professionalism in the health professions requires that health care practitioners place the interests of the individuals whom they serve above their own. Self-care and physical and mental wellness are key components of ethical professional practice. Faculty, staff, and students in the Division of Health Sciences (DHS) embrace the following values:

**Professional Integrity** – To promote professional ethical standards and respect the interrelationships among health professionals.

**Holistic Approach to Health** – To emphasize a comprehensive view of health in both curative and preventive dimensions.

**Collaboration** – To recognize the value of collaborative partnerships through professional and community engagement.

**Discovery and Innovation** – To seek new ways to improve health using evidence-based inquiry.

**Dedication** – To support the mission and vision of the DHS.

**Excellence** – To achieve excellence in all aspects of professional, academic, and personal endeavors.

### **REQUIRE DHS PROGRAMS TO DEVELOP A CODE OF CONDUCT FOR FACULTY AND STUDENTS**

In order to create a culture of professionalism within the DHS, all programs will develop student, staff, and faculty codes of conduct consistent with their respective professions, Idaho State University's Academic Freedom and Faculty Ethics Policy, DHS Social Media Guidance Document (<http://www.isu.edu/healthsciences/pdf/DHS%20Social%20Media%20Policy.pdf>), and Student Codes of Conduct. All students, staff, and faculty are responsible for knowing, understanding, and following all university rules and regulations as well as the published program policies. The guidance provided by the program policies may assist students, staff and faculty to develop and maintain a professional culture at ISU that is conducive to education, research, service, and clinical practice on campus and in the community.

The DHS encourages the program student, staff, and faculty codes of conduct include aspirational attributes and behaviors as well as examples of behaviors that do not meet expectations. The codes of conduct should include descriptions of disciplinary actions that may be implemented if student, staff, or faculty behaviors and actions violate standards and expectations.

The DHS recommends including expectations for behavior in the academic and clinical settings, as well as personal behaviors such as professional dress, relationships, use of social media and respectful usage of all facilities and properties. Programs may independently determine the need for inclusion of criminal misconduct and discipline specific codes of ethics and standards. The DHS recommends, whenever possible, using positive statements of expectations and providing some examples of violations as a means for educating and informing faculty, staff, and students of behaviors that are inconsistent with the code of conduct.

When developing the program codes of conduct, be aware that specificity may lead to clearer delineations of acceptable and unacceptable behaviors and will more clearly support disciplinary action when needed. However, long lists of unacceptable behaviors that sets a negative tone may not fully support the development of the desired culture of professionalism.

The DHS is aware that any code of conduct is unlikely to be so thorough that every possible infraction may be listed, therefore, we encourage programs to develop a code of conduct that encourages purposeful, thoughtful, and constructive engagement in the academic and clinical environments in a manner that supports all participants.