The Professionalism Charter is a living document that defines the elements of professionalism for all UTMB faculty, staff and students. The principles on which the charter is built — to act with integrity, compassion and respect in all of our interactions — are unchanging, but our language evolves as we continue to meet new challenges and adapt in a dynamic health care environment.

In alignment with UTMB’s strategic vision for the future, “The Road Ahead,” the Professionalism Charter is a guide to the standard of conduct for everyone at UTMB. All fundamental efforts of this institution should be inextricably linked to the standards outlined in both documents.

The commitments presented by the charter serve collectively as the cornerstone of UTMB’s reputation as a leading academic health sciences center and as an institution worthy of the public’s trust. The current charter has evolved into 10 commitments that serve as a road map for UTMB faculty, staff and students to collaboratively shape the future of health care in Texas and beyond.

The responsibilities outlined in this charter hold unique relevance to each of us. Please take a moment to read and reflect upon these standards, which define our expectations for ourselves and for each other. Thank you for your continued commitment to service and excellence.

Sincerely,

David L. Callender, MD, MBA, FACS
President
The University of Texas Medical Branch at Galveston
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 mission, vision, and values. 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 strive to learn.

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 constitute the essence of professionalism. The UTMB Professionalism Charter was developed in this spirit.
The following professional commitments apply to each member of the UTMB community.

Commitment to a culture of trust.
Every member of the UTMB community has a responsibility to fulfill obligations with compassion and respect with all members subject to the same rules and conduct. We work collaboratively toward a common goal of ensuring a safer and more efficient academic health institution. We immediately address lapses in behavior, such as intimidation, tirades, language that is disrespectful or demeaning, and comments that undermine a patient’s trust. We provide constructive feedback to promote personal insight and self-improvement. We respond to all communications in a timely manner and never write inappropriate comments, especially in the medical record impugning the work of others. We never retaliate against any member of the UTMB community who reports a violation of the commitments outlined in this charter.

Commitment to diversity.
Every member of the UTMB community seeks to understand differences and honors personal choices. We do not discriminate against each other or those whom we serve.

Commitment to competence and growth.
Every member of the UTMB community commits to lifelong learning. We are personally responsible for maintaining the knowledge, skills and attitudes necessary to be the very best we can be. We are responsible for educating and training future generations of leaders. We ensure a learning environment that instills values of compassion, integrity and respect.
Commitment to confidentiality.
Every member of the UTMB community protects the privacy of personal and sensitive information about patients, families, co-workers, research participants, students and the institution. We are responsible for earning the trust and ensuring the safety of our community.

Commitment to honesty.
Every member of the UTMB community values truth and accountability. We act with integrity in our day-to-day activities. When we make mistakes, we acknowledge them and take corrective action. We never falsify patient documentation, including copying and pasting medical information, or plagiarizing academic work.

Commitment to the responsible use of resources.
Every member of the UTMB community is a good steward of the resources entrusted to the university. We use money, equipment, time, and space responsibly.

Commitment to value.
Every member of the UTMB community is dedicated to the continuous improvement of all programs and services to achieve the best results for patients, students, the workforce and our stakeholders. We seek to develop our capacity to deliver the best care, advance health education, promote preventive medicine and advocate public health policy.
Commitment to appropriate relations.
Every member of the UTMB community avoids using a position of power to unfair advantage. We recognize the inherent vulnerability of individuals who enter into educational, research, employment and therapeutic relationships and never exploit our position for any personal advantage.

Commitment to manage conflicts of interest.
Every member of the UTMB community recognizes, discloses, and addresses real or perceived conflicts of interest. We work to maintain institutional and professional integrity.

Commitment to the appropriate discovery and use of knowledge.
Every member of the UTMB community embraces ethical practice related to the acquisition, use and dissemination of knowledge. We have a duty to uphold scientific standards.
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.

http://www.utmb.edu/professionalism/