

University of New Mexico School of Medicine Teacher-Learner Compact

I have read and agree to adhere to the principles outlined in the Teacher-Learner Compact.

Print Name

Signature

Date

Preamble

The University of New Mexico (UNM) School of Medicine (SOM) is committed to ensuring positive and inclusive learning environments that are conducive to open communication and robust, respectful interactions between teachers and learners that promote the acquisition of knowledge and foster attitudes and skills required for the professional practice of medicine. Such activities require an environment that is free from mistreatment, harassment, discrimination, retaliation, or other inappropriate conduct.

All faculty, whether employed by the UNM SOM or affiliated through agreements with the University as volunteer, community faculty, are hereafter referred to as teachers. Medical students are hereafter referred to as learners. The SOM recognizes the dual role of residents and fellows as both teachers and learners, and as such, residents and fellows are considered to be referenced in this policy as both teachers and learners.

All teachers and learners are obligated under a variety of policies and standards, both at the SOM and within UNM, to interact with one another in a professional manner. All teachers and learners are governed by the University of New Mexico, SOM, and New Mexico Board of Regent policies, and are expected to adhere to them. Violations of these policies will be investigated, and disciplinary action imposed if appropriate.

Professionalism Attributes

These attributes of professional behavior describe those behaviors that are expected from all members of the University of New Mexico School of Medicine to include the teachers, residents, fellows, students, staff, and community preceptors. Professional behavior is expected to be upheld during all exchanges including but not limited to face-to-face and telephone/teleconference meetings, texting, video, email, and social networking technologies.

- Communicate in a manner that is effective and promotes understanding.
- Adhere to ethical principles accepted to be the standards for scholarship, research, and patient care, including advances in medicine.
- Demonstrate sensitivity and respect to diversity in age, culture, race, ethnicity, gender, disability, social and economic position, sexual orientation, and other personal characteristics.
- Strive for excellence and quality in all activities and continuously seek to improve knowledge and skills through life-long learning while recognizing personal limitations.
- Uphold and be respectful of the privacy of others.
- Consistently display compassion, humility, integrity, and honesty as a role model to others.

- Work collaboratively to support the overall mission in a manner that demonstrates initiative, responsibility, dependability, and accountability.
- Maintain a professional demeanor and boundaries in all settings that reflect on the SOM.
- Encourage wellbeing and self-care for patients, colleagues, and self.
- Be responsive to the needs of the patients and society that supersedes self-interest.

Responsibilities of the School of Medicine Teachers and Administrators to Learners

Teachers and administrators of the University of New Mexico School of Medicine shall provide:

- A positive and inclusive environment that is safe for learners and is free from mistreatment, harassment, and discrimination.
- A list of achievable programmatic objectives leading to a Doctor of Medicine degree.
- A curriculum in which education is paramount in the assignment of all tasks. In assigning tasks to learners, teachers and administrators shall keep in mind that the primary purpose of such assignments is to enhance the learner's educational experience.
- Support for the learner's professional development. This support will include a carefully planned and well-articulated curricula. Administrators will facilitate the progress of learners through their curricula. Teachers and administrators will support learners in their personal development as they adjust to the needs and standards of the profession.
- An understanding that each learner requires unscheduled time for self-care, social and family obligations, and recreation.
- Accurate, appropriate, and timely feedback to learners concerning their performance in their curricula. In assessing learners, teachers and administrators will act in a manner that is consistent with the stated goals of the educational activity, which will in turn be meaningful for future medical practice. In addition, teachers will provide learners with professional and respectful feedback during and after educational and clinical activities.
- Opportunities for learners to participate in decision-making in the SOM, including participation on committees that design and implement curricula and tools for learner performance assessment in accordance with SOM bylaws and other governing documents.

Responsibilities of Learners to Teachers and Administrators of the School of Medicine

Learners at the University of New Mexico School of Medicine shall:

- Respect the role of the teachers and administrators in determining the proper training environment and activities for their education.
- Meet the educational goals and objectives of the curricula to the best of their abilities.
- Demonstrate active and respectful participation in those parts of their curricula that require their presence.
- Take an active and constructive role with the teachers regarding the refinement and evaluation of their curricula.
- Support their colleagues in their professional development.
- Assume an appropriate level of responsibility on healthcare teams and execute assigned responsibilities to the best of their abilities.