

Professional Attributes and Behaviors

All members of the FIU Medicine community (including students, faculty, and staff) are expected to demonstrate the following professional attributes.

- **Accountability.** The individual demonstrates a willingness to accept responsibility for actions, admit error, and be accountable to self, team, patients, and society. Accountability includes the ability to self-assess balance and emotional well-being and to seek help if unable to carry out duties.
- **Adaptability.** The individual is able and willing to adjust to meet the needs of new or changing circumstances.
- **Collaboration.** The individual effectively works with others, demonstrating respect, clear communication, and willingness to cooperate in an open-minded fashion.
- **Conscientiousness.** The individual demonstrates thoroughness and dependability in following through with assigned tasks.
- **Critical Thinking.** The individual uses an investigatory and analytic approach to all situations. The individual is inquisitive, thoughtful, and able to work through a problem.
- **Discernment.** The individual demonstrates awareness of the limits of their own knowledge or skills and applies knowledge and skills appropriately for their level of training.
- **Emotional Intelligence.** The individual demonstrates awareness of emotions of self and others and uses this information to act with situational awareness.
- **Ethical Behavior.** The individual demonstrates ethical behavior in the classroom and patient care environments (demonstrating beneficence and non-maleficence and promoting autonomy and justice) and is compliant with FIU and FIU Medicine policies and regulations.
- **Integrity.** The individual demonstrates truth-telling and the absence of deception in their interactions with others.
- **Respect.** The individual demonstrates proper regard toward faculty, staff, patients, and peers in diverse settings and interactions.
- **Self-Improvement.** The individual is responsive to feedback and is willing to assess self and set personal goals for development. This includes assessing personal coping strategies, managing conflicts between personal and professional responsibilities, and seeking help appropriately when needed.

Reporting

All members may report concerns about professional attributes and behavior through the following channels:

Students:

1. Speak with a trusted faculty member.
2. Contact FIU College of Medicine Ombudsperson Heidi von Harscher via email at vonharsc@fiu.edu.
3. Reach out to your class's Student Professionalism and Ethics Committee representative. For contact information, email your faculty advisor at vonharsc@fiu.edu.
4. Submit an anonymous report at report.fiu.edu.
5. Contact the FIU Office of Student Conduct and Academic Integrity at cm.maxient.com/reportingform.php?FloridaIntlUniv or call 305-348- 3939.
6. Access the Ethical Panther Hotline at fiu.i-sight.com/portal or call 1-888-520-0570 (available 24 hours a day, 365 days a year).

Employees:

1. Speak with a trusted administrator or supervisor.
2. Contact FIU College of Medicine Human Resources at comhr@fiu.edu or call 305-348-0621.
3. Contact the Office of Employee and Labor Relations at elr@fiu.edu or call 305-348-4186.
4. Submit an anonymous report at report.fiu.edu.
5. For more information, visit the FIU Division of Human Resources website at hr.fiu.edu/employees-affiliates/employee-concerns/

You may access the Ethical Panther Hotline at fiu.i-sight.com/portal or call 1-888-520-0570 (available 24 hours a day, 365 days a year).

FIU Regulation 105: Sexual Harassment (Title IX) and Sexual Misconduct, and FIU Regulation 106: Discrimination, Harassment, and Retaliation.

Any form of sexual harassment or misconduct—as well as discrimination or harassment based on race, color, sex, pregnancy, religion, age, disability, national origin, marital status, or veteran status—should be reported to FIU's Office of Civil Rights, Compliance, and Accessibility (CRCA). Reports may be submitted to CRCA online at report.fiu.edu or by mail or in-person at 11200 SW 8th Street, Primera Casa (PC) 220, Miami, FL 33199.

Members of the FIU Medicine community may also report instances of exemplary professional behavior through the following channels:

1. Speak with a trusted faculty member or supervisor.
2. Contact FIU College of Medicine Ombudsperson Heidi von Harscher via email at vonharsc@fiu.edu.
3. Submit a report through the FIU College of Medicine Professionalism Advocacy Reporting System at pars.medicine.fiu.edu.