PharmD Student Professionalism Code

INTRODUCTION

Professionalism is fundamental to the practice of pharmacy. This code was developed to define the standards of professionalism critical to the education and development of University of Arizona College of Pharmacy (UA CoP) PharmD graduates. UA CoP graduates become leaders and effective team members in health care, and lifelong professionals in pharmacy practice. The privilege and responsibility of the profession of pharmacy is to selflessly serve humanity, follow state and federal laws, rules, and regulations with regards to the pharmacy profession, and promote the public health and welfare. Given such important privilege and responsibility, student pharmacists are expected to present and conduct themselves in a manner commensurate with a healthcare professional.

All members of the University of Arizona College of Pharmacy (UA CoP) (i.e., pharmacy students, faculty and staff) share collective responsibility for creating and maintaining an educational environment that promotes professionalism. A set of principles that include respect, integrity, service, responsibility, patient-centered care, and pursuit of excellence provide a foundation for the development of professionalism in academic, professional and administrative settings. Students are responsible for becoming thoroughly familiar with all College policies and procedures including, but not limited to, this Code of Professionalism, the UA Code of Conduct, and the UA Code of Academic Integrity. Students must also seek clarification of any policies that are unclear to them. Concerns about any College or University policy should be brought to the appropriate individuals in the Office of Student Services.

The pharmacy student’s Pledge of Professionalism is as follows:

As a student of pharmacy, I believe there is a need to build and reinforce a professional identity founded on integrity, ethical behavior, and honor. This development, a vital process in my education, will help ensure that I am true to the professional relationship I establish between myself and society as I become a member of the pharmacy community. Integrity must be an essential part of my everyday life and I must practice pharmacy with honesty and commitment to service.

To accomplish this goal of professional development, I, as a student of pharmacy, should:

DEVELOP a sense of loyalty and duty to the profession of pharmacy by being a builder of community, one able and willing to contribute to the
well-being of others and one who enthusiastically accepts the responsibility and accountability for membership in the profession.

**FOSTER** professional competency through life-long learning. I must strive for high ideals, teamwork and unity within the profession in order to provide optimal patient care.

**SUPPORT** my colleagues by actively encouraging personal commitment to the Oath of Maimonides and a Code of Ethics as set forth by the profession.

**INCORPORATE** into my life and practice, dedication to excellence. This will require an ongoing reassessment of personal and professional values.

**MAINTAIN** the highest ideals and professional attributes to ensure and facilitate the covenantal relationship required of the pharmaceutical caregiver.

The profession of pharmacy is one that demands adherence to a set of rigid ethical standards. These high ideals are necessary to ensure the quality of care extended to the patients I serve. As a student of pharmacy, I believe this does not start with graduation; rather, it begins with my membership in this professional college community. **Therefore,** I must strive to uphold these standards as I advance toward full membership in the profession of pharmacy.

**STUDENTS - YOU ARE A CENTRAL PART OF THE UA COMMUNITY**

Students at the UA CoP are members of both the University community and the larger community of which the University is a part. Accordingly, students are responsible for conducting themselves in a professional manner and in compliance with University rules and policies. The UA has established the following policies and procedures in order to advance the mission of the University by maintaining a safe and secure learning environment, protecting the rights and privileges of all members of the University community, providing a basis for orderly conduct of the affairs of the University, promoting a positive relationship between the University and its surrounding community, preserving institutional integrity and property, encouraging students to engage in conduct that brings credit to themselves and the University, and ensuring that each student who matriculates at the University graduates ready to contribute to society as an ethical and law-abiding citizen.

To apply its responsibility successfully, the UA needs the understanding, support, and assistance of each student. It is especially important that the University set forth rules and standards that assure that the affairs are conducted in an orderly manner, to
point out the rights and responsibilities of students, and to insure the students’ rights and responsibilities. Therefore, the intention of this document is to set forth those standards and policies.

It shall be the responsibility of each member of the UA CoP community to become acquainted with the policies and rules governing this community. Any violation of these policies and rules will be subject to disciplinary procedures as defined below in the Student Code of Conduct. Through participation in curricular and extracurricular activities, the student has the opportunity to develop a foundation for intelligent and professional participation in a career and society, and toward a meaningful personal life.

The UA Dean of Students has policies and codes that serve as the foundation for policy and codes that the UA CoP follows: https://deanofstudents.arizona.edu/policies-codes

STUDENT CODE OF CONDUCT

The UA Student Code of Conduct is used as the UA CoP foundation for standards and policies, of which students are required to comply:
https://public.azregents.edu/Policy%20Manual/5-308-Student%20Code%20of%20Conduct.pdf

The philosophy of the UA Student Code of Conduct is as such and is adopted for our community at the UA CoP:

- The aim of education is the intellectual, personal, social, and ethical development of the individual. The educational process is ideally conducted in an environment that encourages reasoned discourse, intellectual honesty, openness to constructive change, and respect for the rights of all individuals. Self-discipline and a respect for the rights of others in the university community are necessary for the fulfillment of such goals. The Student Code of Conduct is designed to promote this environment at each of the state universities.

- The Student Code of Conduct sets forth the standards of conduct expected of students who choose to join the university community.

- Students who violate these standards will be subject to disciplinary sanctions in order to promote their own personal development, to protect the university community, and to maintain order and stability on campus.

Pharmacy students do not become professionals solely by graduating from a pharmacy school. Becoming a professional is a lifelong commitment to those you will serve as a future pharmacist.
The UA CoP expects students to apply the following tenets of professionalism as this will support personal and professional development throughout their coursework, professional activities, and practice experiences as they transition into practicing members of the pharmacy profession.

ALTRUISM.
“Make an unselfish commitment to serve the best interests of the patient above your own…”
- Recognize that the patient is the top priority – their well-being should come above anything else
- Give unselfishly your time and service, placing what is in the best interest of the patient above all else
- Actively listen, be patient, and be compassionate

HONESTY AND INTEGRITY.
“Display honesty and integrity in all that you do…”
- Practice honesty and integrity in all that you do and wherever you are, in all settings, from classroom to bedside
- Display proper behavior and personal integrity as fundamental
- Maintain academic honesty

RESPECT FOR OTHERS.
“Treat others as you would want to be treated…”
- Hold in high esteem other’s feelings, needs, thoughts, and opinions
- Consistently demonstrate respect for others including faculty, staff, fellow students, preceptors, patients and their families, guests to the college, etc.
- Practice empathy, compassion, and respect as a representative of the pharmacy profession

PROFESSIONAL PRACTICE AND STEWARDSHIP.
“Instill trust through professional presence…”
“Actively participate and engage in school, organizations, and other worthwhile endeavors in the profession of pharmacy…”
- You are not only a member of the UA CoP community, but also the profession of pharmacy as a whole
- Professional attitude, behavior, and appearance should be maintained in any setting where one represents the UA CoP and/or profession of pharmacy – the classroom, practice experiences (e.g. health fairs, rotations, internships), professional meetings/conferences, etc.

DEDICATION AND COMMITMENT TO EXCELLENCE.
“Strive for excellence and assume responsibility for your learning and professional development…”
- Accept and embrace the ultimate responsibility for your learning and self-development in and out of the classroom
● Be proactive and seek guidance and mentoring to become the best professional you can

The following behaviors are examples of violations of the UA CoP Professional Code and/or UA Code of Conduct:

● Disrespectful and/or disruptive behavior in the classroom, practice experience settings (including health fairs, rotations, shadowing experiences), and college events (e.g. white coat, commencement) which may include inappropriate attire/dress, behavior, verbal comments, use of electronic devices (e.g. shopping online, social media, etc.)
● Falsifying Attendance (e.g. clicker codes, signing in and leaving, signing in for others)
● Non-compliance with practice experience (e.g. rotation) onboarding processes and requirements including health related requirements (e.g. vaccinations, certifications, TB testing, etc.)
● Unprofessional behavior at meetings/conferences, which includes: lack of attendance at sessions, indulgence in substances (e.g. alcohol) where behavior is compromised, inappropriate attire/dress, disrespectful and/or disruptive actions
● Unprofessional representation in the setting of pharmacy practice or the UA CoP (e.g. social media)
  ○ Unprofessional behavior on social media (e.g. Facebook/Rate my professor, secret or closed groups, commenting on patients, even if de-identified)
● Not acting in the best interest of a patient, for example:
  ○ Failing to report an error in treatment/care
  ○ Failing to demonstrate sensitivity to the needs, values or perspectives of patients, family members or caregivers
  ○ Failing to respect patient privacy, comply with confidentiality or privacy laws (i.e. HIPAA)
  ○ Providing care in an unsafe or harmful manner
● Failing to adhere to commitments without notification and acceptable justification
  ○ Failure to show to student development and co-curricular events such as mock interviews, health fairs, etc.
  ○ Failure to show to meetings with faculty or staff
● Disrespectful behavior and communication (verbal, written, and/or body language) towards faculty, staff, fellow students, preceptors, staff at practice experience sites (e.g. human resources, security), guest speakers, guest lecturers, course facilitators, residents, patient/families, in relation to the UA CoP and/or profession of pharmacy
ACADEMIC INTEGRITY AND MISCONDUCT

The **UA Student Code of Academic Integrity** is used as the UA CoP foundation for standards and policies, of which students are required to comply: https://deanofstudents.arizona.edu/policies-and-codes/code-academic-integrity#student_responsibility

**To help avoid academic dishonesty, here are some suggestions for students:** https://deanofstudents.arizona.edu/academic-integrity/avoiding-academic-dishonesty

**The following behaviors are examples of violations of the UA CoP Professionalism Code and/or Code of Academic Integrity:**

- **Cheating:** falsification, fraud and/or deception on any work including examinations, papers and reports; use of unauthorized aides in academic exercises (e.g. assignments, exams, etc.). Examples may include:
  - Submitting someone else’s work as one’s own
  - Using unauthorized notes or information during an examination or in the creation of a paper
  - Communicating answers with another person during or after an exam, verbally, in writing, by signals, or by cell phone or other electronic devices
  - Taking an exam for another person or having someone take an exam for you
  - Signing in or completing in-class assignments for someone else

- **Plagiarism:** submitting a piece of work that in part or whole is not the student’s own, without appropriate quoting and/or appropriate citation of sources. Examples may include:
  - Copying (text, images, graphs, tables, data, etc.) or cutting and pasting works from other sources with or without proper citation
  - Paraphrasing another’s work, and representing as one’s own original thinking without proper citation

- **Fabrication:** work that is not completed in accordance with the guidelines defining the appropriate methods of collecting or generating data and failing to include a substantially accurate account of the method by which the data were collected or generated. Examples may include:
  - Making up or inappropriately manipulating data for a research project
  - Making up a source for a report/term paper

- **Aiding and abetting dishonesty:** improperly providing unauthorized material or information to another person with the knowledge that the material or information will be used to aid in dishonesty. Examples may include:
  - Distribution of copies of current or past exams, quizzes, or assignments, including actual copies, specific content information, or answers
  - Keeping records (hard copy, electronic, etc.) of unreturned exams during exam reviews
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- Intentional compilation of an exam from a review, including remembering concepts tested, portions of or an entire exam with the intent of passing the information along to those who have not yet taken the exam or to create a database for future enrolled students in a course
- Sharing exam access codes with other students

*Note: Above mentioned “exams” include all tests, quizzes, clinical skills assessments (CSAs), objective structured clinical exams (OSCEs), etc.

*If there is a violation of the Code of Academic Integrity*, the processes in responding to the violation is a combined effort by a given instructor, student, and the Office of Student Services: [https://deanofstudents.arizona.edu/academic-integrity/responding-violation](https://deanofstudents.arizona.edu/academic-integrity/responding-violation)

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**Code of Academic Integrity Process**

- Faculty member discovers alleged violation.
  - Faculty member meets with student, presents evidence, and listens to student’s explanation.

- **Student Found Not Responsible**
  - Complaint Dismissed and Case Closed

- **Student Found Responsible for Violation**
  - Instructor completes online Faculty/Student Conference Form and assigns sanctions.

- **Student May Request an Appeal**
  - Student has 10 academic days to submit an appeal using the form titled Request to Appeal to College Dean.
  - College Dean reviews evidence, speaks with both sides, and determines if violation has occurred.
  - College Dean can modify faculty member’s sanctions.

  College Dean’s decision is final unless sanction is UA expulsion or suspension, notation on transcript, revocation of degree, or if the University Appeal option is granted.

- **Appeal to the University Hearing Board**
  - If criteria are met, the student may file a form called Request for Appeal to a University Hearing Board. The Dean of Students Office advises both sides and schedules the Hearing Board. The Hearing Board makes a recommendation to the Provost. The Provost reviews information and renders a final decision.

Source: [https://deanofstudents.arizona.edu/sites/deanofstudents.arizona.edu/files/orgchart_pdfs/FlowchartCodeofAcademicIntegrityProcess6-16.pdf](https://deanofstudents.arizona.edu/sites/deanofstudents.arizona.edu/files/orgchart_pdfs/FlowchartCodeofAcademicIntegrityProcess6-16.pdf)
STUDENT GUIDANCE

The following are suggested resources regarding questions and/or concerns you may have in various areas during your tenure at UA CoP as a student:

- Specific class session
  - Specific class instructor first
  - If unresolved, see course coordinator

- A course (in general)
  - Course coordinator
  - If unresolved, see UA CoP Office of Student Services

- Rotation/practice experiences
  - Preceptor, if appropriate
  - Director of Experiential education, if appropriate

- Health fairs
  - Student coordinator and health fair advisor
  - If unresolved, see UA CoP Office of Student Services

- Unprofessional behavior of fellow students, faculty, staff
  - UA CoP Office of Student Services

- Various student assistance items (e.g., health [physical, behavioral/mental], social adjustment, relationship issues)
  - UA CoP Office of Student Services
  - UA Dean of Students: https://deanofstudents.arizona.edu/student-assistance/students/student-assistance
  - UA Program for Mental Health Wellness: https://diversity.uahs.arizona.edu/mental-health-wellness

REFERENCES