

Statement of Professional Behavior

Under Review with Faculty Council

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SOD Statement of Professional Behavior

Professionalism is fundamental to the practice of dentistry and is a core competency of the UCSF School of Dentistry. Upon graduation/completion of studies, learners must demonstrate the professional attributes and actions central to general dentistry practice and/or advanced practice.

Building a collaborative culture that is unified in its shared values is important for UCSF and the School of Dentistry. As a unifying set of beliefs, values help set expectations, drive decision-making and build a culture that inspires our actions. As UCSF continues to grow in size and scope, and expands the many efforts and extraordinary projects we do together, it is increasingly critical that all faculty, staff, students and trainees understand and act upon common core values.

The following UCSF Pride Values provide a foundation for the development of professionalism competency within the School:

P - Professionalism: To be competent, accountable, reliable and responsible, interacting positively and collaboratively with all colleagues, students, patients, visitors and business partners.

R - Respect: To treat all others as you wish to be treated, being courteous and kind, acting

with utmost consideration of others.

I - Integrity: To be honest, trustworthy and ethical, always doing the right thing, without compromising the truth, and being fair and sincere.

D - Diversity: To appreciate and celebrate differences in others, creating an environment of equity and inclusion with opportunities for everyone to reach their potential.

E - Excellence: To be dedicated, motivated, innovative and confident, giving your best every day, encouraging and supporting others to excel in everything they do.

These standards are implemented with a focus on the education and development of the individual learner.

Definition

Professionalism

A commitment to always give priority to the existential needs and interests of the public they serve above their own and who in turn are trusted by the public to do so.

Implementation

As the professionalism process is designed to help learners reflect and learn about areas of their personal practice that they can improve upon, faculty who are concerned about a learner's professionalism are expected to meet with the student to give reasonably timed turnaround of feedback to learners and make suggestions for improvement. If the concern continues or is of a serious nature, Professionalism Evaluation Report (PER) should be filed (see [Procedures for Handling Breaches of Professionalism](#)). Staff members who have concerns regarding a learner's professionalism should report the incident to their supervisor who will notify the department chair, who will initiate the PER process.

In the event of serious concern (i.e. immediate removal from the environment, harm to self or others) the faculty member must immediately notify the [Associate Dean for Clinical Affairs](#), Department Chair, and the [Associate Dean for Education and Student Affairs](#), who will determine the next course of action. Additionally, Associate Dean for Education and Student Affairs may report the incident to one or more campus partners including, but not limited to: Student Health and Counseling, Risk Management, Student Disability Services, Disability Management, and/or the Office for the Prevention of Harassment and Discrimination.