University of Florida Department of Anesthesiology

**Faculty Code of Conduct**

**OWNERSHIP**
Demonstrating personal responsibility through our behaviors and actions

- Professionalism
- Initiative
- Follow-through

To demonstrate Ownership, we commit to hold each other accountable for the following:
- Create a positive work environment and community perception by demonstrating one’s best professional judgment when representing UF
- Respect the law and also recognize a responsibility to seek changes in those requirements which are contrary to the best interest of the patient
- Behave with the mindset that ‘I own UF Anesthesiology including its successes and opportunities for improvement’
  - Ask yourself, ‘How am I contributing to what is or has happened?’
  - Take corrective action when necessary
  - Solicit feedback from others routinely and act on it when appropriate
- Take ownership of problems until resolved
- Remain calm when confronted with or responding to pressure situations
- Be mindful of cost, organizational resources, and work efficiently and effectively to minimize waste (time, supplies, etc.)
- Wear ID badge at all times
- Provide appropriate post-anesthetic care to your patients
- Demonstrate cooperation and availability when on call, including prompt response to pages and phone calls
- Be readily available for clinical assignments when assigned clinical and A/C duties until relieved

**RESPECT**
Working with integrity and honor in all our relationships

- Active listening
- Approachability
- Responsiveness

To demonstrate Respect, we commit to hold each other accountable for the following:
- Always engage in honest, courteous, respectful, direct communication, which includes spoken remarks, body language, written documents, phone calls and emails, that are conducted in a professional, constructive, and efficient manner
  - Communicate in a timely and appropriate manner
  - Do not use email to resolve complex issues or to address emotionally charged situations
- Address concerns or disagreements with the appropriate person in a timely manner – refrain from ‘triangulation’
- Willingly participate in discussions on problem resolution, ask for and provide timely and honest feedback
- Listen and respond professionally to patients, visitors and/or colleagues
- Introduce yourself to others
- Knock prior to entering an office or patient’s room.
- Ask permission to enter and introduce yourself
- Maintain the confidentiality of sensitive information
- Be punctual; respect others’ time and give your time to others
- Meet deadlines and follow up on issues and requests
- Provide constructive feedback privately when possible. Coach in private; commend in public

**EXCELLENCE**
Delivering superior results in the areas of education, research, innovation, and the care of our patients and each other

- Continuous improvement
- Innovation
- Commitment

To demonstrate Excellence, we commit to hold each other accountable for the following:
- Always act in the best interest of our patients and regard responsibility to the patient as paramount
- Hold self and others accountable for achieving performance expectations
- Continuously learn and improve skills
- Willingly accept challenging assignments
- Remain open minded; respond and adapt to change
- Obtain consultation and use the talents of other health professionals when indicated
- Work to make progress towards personal and team goals, despite difficulties
- Demonstrate safe working practices and maintain a clean work environment
- Meet the standard of care and act in accordance with all relevant and applicable legal and professional obligations and expectations
- Follow organizational systems, policies, and procedures and willingly adapt to new policies and guidelines

**DIVERSITY**
Creating an environment where individual differences maximize our collective capabilities as a team

- Collaboration
- Teamwork
- Consideration

To demonstrate Diversity, we commit to hold each other accountable for the following:
- Provide the same high quality medical care to all people regardless of race, religion, gender identity, socioeconomic class or sexual preference
- Recognize the increasing diversity of our community and department and seek to understand the cultures of the individuals we serve
- Speak in a culturally appropriate and understandable manner
- Collaborate effectively with respect, sensitivity, and compassion
- Create a safe environment for people to say what they think and feel
- Recognize the importance of varying learning styles in order to design and implement appropriate educational opportunities
- Understand that a variety of experience levels exist, and that tolerance regarding those who are learning is expected and supported
- Enroll diverse populations in study protocols, as appropriate
- Compensate for potential personal ‘blind spots’ by soliciting diverse ideas and opinions
- Recognize importance of medical volunteerism to socially, economically, and ethnically diverse populations.

**Mission Statement**
To provide an environment that develops great physician leaders through education, research, innovation, and the care of our patients and each other.
VALUE #1 – OWNERSHIP
Demonstrating personal responsibility through our behaviors and actions

People who take Ownership demonstrate...
- Professionalism
- Initiative
- Follow-through

To demonstrate Ownership, we commit to hold each other accountable for the following:
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- Provide appropriate post-anesthetic care to your patients
- Demonstrate cooperation and availability when on call, including prompt response to pages and phone calls
- Be readily available for clinical assignments when assigned clinical and A/C duties until relieved
VALUE #2 – RESPECT

Working with integrity and honor in all our relationships

People who value Respect demonstrate...

• Active listening
• Approachability
• Responsiveness

To demonstrate Respect, we commit to hold each other accountable for the following:

• Always engage in honest, courteous, respectful, direct communication, which includes spoken remarks, body language, written documents, phone calls and emails, that are conducted in a professional, constructive, and efficient manner
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• Maintain the confidentiality of sensitive information
• Be punctual; respect others’ time and give your time to others
• Meet deadlines and follow up on issues and requests
• Provide constructive feedback privately when possible. Coach in private; commend in public
VALUE #3 – EXCELLENCE

Delivering superior results in the areas of education, research, innovation, and the care of our patients and each other

People who value Excellence demonstrate...

- Continuous improvement
- Innovation
- Commitment

To demonstrate Excellence, we commit to hold each other accountable for the following:

- Always act in the best interest of our patients and regard responsibility to the patient as paramount
- Hold self and others accountable for achieving performance expectations
- Continuously learn and improve skills
- Willingly accept challenging assignments
- Remain open minded; respond and adapt to change
- Obtain consultation and use the talents of other health professionals when indicated
- Work to make progress towards personal and team goals, despite difficulties
- Demonstrate safe working practices and maintain a clean work environment
- Meet the standard of care and act in accordance with all relevant and applicable legal and professional obligations and expectations
- Follow organizational systems, policies, and procedures and willingly adapt to new policies and guidelines
VALUE #4 – DIVERSITY
Creating an environment where individual differences maximize our collective capabilities as a team

People who value Diversity demonstrate...

- Collaboration
- Teamwork
- Consideration

To demonstrate Diversity, we commit to hold each other accountable for the following:

- Provide the same high quality medical care to all people regardless of race, religion, gender identity, socioeconomic class or sexual preference
- Recognize the increasing diversity of our community and department and seek to understand the cultures of the individuals we serve
- Speak in a culturally appropriate and understandable manner
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