



NEW YORK MEDICAL COLLEGE

A M E M B E R O F T O U R O U N I V E R S I T Y

School of Medicine

Compact Between the Teacher and Learner for the NYMC SOM

Dated: February 12, 2024

Supersedes: *Compact Between the Teacher and Learner for the NYMC SOM* dated July 1, 2015

Last Review: February 20, 2024

I. PURPOSE

The purpose of this policy is to memorialize the principles applicable to the relationship between teachers and learners in the New York Medical College School of Medicine (“NYMC SOM”) and to ensure that the following responsibilities are upheld in all interactions.

II. POLICY

It is the policy of the NYMC SOM that teachers should:

- Treat students fairly, respectfully and without bias related to age, race, ethnicity, gender, sexual orientation, religion, spiritual or political beliefs, disability, or country of origin.
- Maintain high professional standards in all interactions with patients, students, colleagues, and staff.
- Be prepared and on time.
- Provide relevant and timely information.
- Provide explicit learning and behavioral expectations early in a course.
- Provide timely, focused, accurate, and constructive feedback on a regular basis.
- Display honesty, integrity, and compassion.
- Practice insightful questioning, which stimulates learning and self-discovery and avoid overly aggressive questioning which may be perceived as hurtful, humiliating, degrading or punitive.
- Provide thoughtful and timely evaluations at the end of a course.
- Solicit feedback from students regarding their perception of their educational experiences and personal interactions.
- Disclose to students, during lectures, seminars and mentored research activities, the existence of any financial ties or conflicts of interest that are related to the material being taught.
- Be familiar with the responsibilities listed above and utilize appropriate mechanisms to encourage students who experience mistreatment or who witness unprofessional behavior to report the facts immediately and to treat all such reports as confidential.

It is the policy of the NYMC SOM that learners should:

- Treat teachers and fellow students fairly, respectfully and without bias related to age, race, ethnicity, gender, sexual orientation, religion, spiritual or political beliefs, disability, or country of origin.
- Be prepared and on time.

- Be active, enthusiastic, curious learners who work to enhance a positive learning environment.
- Demonstrate professional behavior in all settings.
- Recognize that not all learning stems from formal and structured activities; Develop personal learning goals and participate as active learners.
- Demonstrate a commitment to life-long learning, a practice that is essential to the profession of medicine.
- Recognize personal limitations and seek help whenever it is needed; Display honesty, integrity, and compassion; these attributes include the responsibility for upholding the School of Medicine Code of Professional Conduct
- Recognize the privileges and responsibilities that derive from the opportunity to work with patients in clinical settings.
- Recognize the duty to place patient welfare above their own.
- Recognize and respect patients 'rights to privacy; Provide teachers and the School of Medicine administration with constructive feedback that can be used to improve the educational experience.
- Solicit feedback on their performance and recognize that criticism is not synonymous with "abuse;"
- Be familiar with the responsibilities listed above and utilize appropriate mechanisms to report exemplary professionalism and professionalism lapses as indicated in the procedures below.

III. SCOPE

This policy applies to all students and all teachers in the NYMC SOM.

IV. DEFINITIONS

N/A

V. PROCEDURES

N/A

VI. EFFECTIVE DATE

This policy is effective immediately.

VII. POLICY MANAGEMENT

Executive Stakeholder: Dean, School of Medicine

Oversight Office: Office of the Dean, School of Medicine