

Texas A&M College of Medicine

Learning Compact

As an institution of medical education, Texas A&M College of Medicine's (COM) mission is to improve the health and well-being of the people of Texas through excellence in education, research and health care delivery. Our vision is to develop the innovators and leaders in medicine and biomedical research who will transform American medicine in the 21st century. With our mission and vision at the forefront, the following *Learning Compact* serves as a pledge and reminder of the mutual commitment of the members of our community (faculty, staff, residents, and students) to create a dynamic learning environment that fosters the acquisition of knowledge, skills, and attitudes critical to promoting excellence in medical practice. More specifically, it is the conduct of our members that serves as *the* medium through which the medical profession perpetuates its standards and inculcates its ethical values.

The basis for the *Learning Compact* is the mutual commitment to mutual respect. Members should be sensitive to the needs of others as well as, but not limited to, differences in gender, race, sexual orientation, religion, age or disability. Belittlement, intimidation and humiliation are considered counterproductive to the learning process and serve to undermine the learning environment.

ENROLLED STUDENTS

In regards to enrolled students, the COM will endeavor to provide a learning environment in which they can meet their academic goals. The COM has the responsibility of providing students with a clear understanding of its academic requirements, which are generally set forth in writing in the college's catalogue and Texas A&M University [regulations](#). The COM will determine, publish and make known its rules and regulations concerning student conduct. The COM has the right to determine when its rules are violated and to determine the appropriate course of action. By enrolling in the Texas A&M College of Medicine, students accept the responsibility of complying with the COM's authority, to respect the rights of others, and to protect private and public property.

Every student has the right to all the privileges, prestige and honors accruing to a student of this college. Students retain the rights guaranteed under the Constitution of the United States, the right to pursue an education and to receive a degree or certificate for the successful completion of its requirements. Students are expected to conduct themselves in a professional manner, to adhere to the University's [Code of Conduct](#) and to obey the law. Students should be knowledgeable of, and abide by, the specific applicable University regulations and passages of State and Federal law.

CORE VALUES

As a college within Texas A&M University, all of the members of our community are responsible for exemplifying the core values established by the flagship university. These values include **excellence, integrity, leadership, loyalty, respect, and selfless service** with the purpose of developing, "leaders of character dedicated to serving the greater good."

GUIDING PRINCIPLES

"An Aggie does not lie, cheat or steal, or tolerate those who do." Our honor code succinctly illustrates the high standards of our University and our COM. The following principles of professionalism guide our members during all exchanges including, but not limited to, face-to-face and telephone/teleconference meetings, texting, video, email, and social networking technologies. As teachers and learners, faculty, staff, students, and residents must recognize our responsibility to model

professionalism to the each other as well as to patients, other health professionals, and society. The principles of professionalism that guide our community include **altruism, responsibility/reliability/accountability, commitment to competence and lifelong learning, honesty/integrity, respectfulness, and empathy and compassion.**

Altruism. As members of our community, we go the “extra mile” without thought of reward and should assist team members when we can while ensuring that patient wellbeing is always the priority.

Responsibility/reliability/accountability. We should be prompt for our duties and be punctual in meeting all deadlines. We are also expected to follow all rules and policies of the hospital, school, state, and federal government. In addition, we should be aware of our own limitations and should seek consultation and supervision whenever needed. Lastly, it is our responsibility to admit errors and to avoid being defensive, making excuses, or displacing blame on others.

Commitment to competence and lifelong learning. It is incumbent upon those involved in the training of physicians, especially for those entering the medical profession, to model this commitment to excellence through competence and lifelong learning.

Honesty/integrity. We are expected to demonstrate honesty and integrity in all interactions with each other and persons associated with our institution (e.g., patients). We should not engage in academic misconduct ([20.1.2.3](#)), or assist others in the commission of these acts. We should be willing to admit errors and not knowingly mislead others or promote ourselves at the expense of others. Lastly, we have a duty, and responsibility for understanding the means, to report any breach of these ethics by any member of, or associated with, our community.

Respectfulness. We should be thoughtful and professional with members of our community as well as those associated with our community.

Empathy and compassion. We should be cognizant of the perspective of others. We should consider, and respect, the social factors that affect the lives of others. We should strive to address such social factors in a warm, engaged, and sensitive manner.

COMMITMENTS OF THE MEMBERS OF OUR COMMUNITY

The members of our Texas A&M College of Medicine community are committed to fostering a learning environment that promotes:

- Embodiment of [Aggie core values](#), our principles of professionalism, and adherence to our COM’s mission and vision.
- Non-discrimination by intentionally cultivating an inclusive learning environment that does not discriminate based on race, sex, gender, sexual orientation, age, religion, or disability.
- Professionalism by treating members in an appropriate manner. We believe in the critical importance of modeling that which we expect of others.
- The University’s [honor system rules](#). Members are willing to admit errors, not knowingly mislead others, and use such instances as learning opportunities.

- A community free of sexual misconduct by understanding that members are held to standards established by the University.
- Intolerance of mistreatment which could include, but is not limited to, belittlement, inappropriate tasks, sexual harassment, ethnic, sexual orientation, or gender insensitivity, physical abuse, or religious intolerance. Furthermore, members are also committed to continually contributing to a climate of mutual respect for all persons.
- Excellence through continuous improvement by being open, and responsive, to constructive feedback by appropriately accepting responsibility and modifying identified behavior. Members promote excellence by, but not limited to, supporting the personal and professional development of other members, as applicable.
- Inclusion of enrolled students and residents whenever possible in hands-on and engaging learning opportunities in order to create a positive learning environment. Members also promote inclusion by, but not limited to, positive reinforcement, creating learning opportunities, and facilitating appropriate responsibilities for students and residents.

Name: _____

Date: _____