Chapter 1

Mission and Values

One Jefferson

All of us at Jefferson are committed to educating professionals in a variety of disciplines who will form and lead the integrated healthcare delivery and research teams of tomorrow. Our mission, vision, and values guide our University in all that we do.

Our Mission

“Health is All We Do”

Our Vision

We will reimagine health, health education and discovery to create unparalleled value.

Our Values

- **Innovation**: We renew, change or create ideas, services, technologies and/or ways of doing things that provide organizational value.

- **Service Excellence**: We provide exceptional service to our customers, including students, patients, families and fellow employees.

- **Collaboration**: We work effectively with others across the Jefferson community to achieve a common purpose and create value.

- **Ownership**: We take responsibility for achieving excellent results.

- **Respect**: We demonstrate a consistently open-minded, courteous and compassionate approach to all.

- **Empowerment**: We take action to control work and decision making to affect positive outcomes.

SKMC Commitment to Professionalism, Honor Code and Commitment to Diversity, Inclusion and Health Equity

Sidney Kimmel Medical College at Thomas Jefferson University focuses on the education of outstanding individuals in the art and science of medicine. Through programs at the undergraduate, graduate and continuing medical education levels, Sidney Kimmel Medical College guides the development of medical knowledge; clinical and research skills; and professional values, attitudes and behaviors providing the United States and the world with outstanding physicians.

Our clinical services center on the provision of sophisticated, innovative clinical care to the citizens of the tri-state area and beyond through partnership with Thomas Jefferson University Hospitals and Jefferson University Physicians. Jefferson University Physicians (JUP), the clinical practice arm of Sidney Kimmel Medical College, provides superior clinical care, outstanding clinical education, conducts clinical research, and develops depth of clinical and translational research in designated areas of concentration.
Our research centers on a broad, investigator-initiated effort, but has areas of significant institutionally targeted concentration. Jefferson's research programs have depth and breath, are marked by excellence, and span the continuum from basic science to bench research through cutting edge translational research programs, to office-based clinical trials and into the community. In all dimensions of our research programs, professional development of outstanding young scientists and clinician scientists is nurtured.

**Commitment to Professionalism**

At Sidney Kimmel Medical College, we are committed to the highest principles of professionalism. We aspire to be a community that is not only academically and fiscally successful, but also a community of discovery, learning, caring, and sharing. The core values of professionalism (integrity, respect, compassion, excellence, altruism, collaboration and stewardship) guide our actions.

**Professionalism — Faculty Commitment:** At this time when the medical profession is beset by an explosion of technology, changes in market forces, serious problems in health care delivery, conflicts of interest, and the threat of bioterrorism, the faculty of Sidney Kimmel Medical College reaffirm their commitment to professionalism. Understanding that at its core, the medical profession places the welfare of the patient above self-interest. We accept our responsibility to educate future physicians in the values and ethical standards of medical professionalism. We acknowledge that we can best achieve this by serving as role models and advocates while maintaining professional relationships based on mutual respect and concern. We must promote an atmosphere of cooperation and learning, of intellectual openness, honesty, and sincerity in order to constantly protect and redefine and make meaningful our core values and covenant of trust with society.

**Professionalism — The Teacher-Student Relationship:** The faculty of Sidney Kimmel Medical College is committed to principles of mutual respect and trust between teachers and students. Training future physicians who are entrusted with the lives of others must be based on faculty embodying the values of professionalism. A critical part of the values of professionalism in the teacher-student relationship is that faculty should not use their professional position to engage in romantic or sexual relationships with students. Faculty should be role models and mentors in their interaction with each other, students, nursing staff, allied health professionals, other health personnel, and patients. In all of these relationships, the faculty acts to enhance the learning experience based on shared professional values.

**Professionalism — Self-Regulation:** As part of its contract with society, Medicine is given the privilege of self-regulation. As part of self-regulation, faculty and students must contribute to the spirit and principles of the Sidney Kimmel Medical College Honor Code. The faculty and students have individual and community responsibility to uphold the Honor Code.

**Sidney Kimmel Medical College at Thomas Jefferson University Honor Code**

As Jefferson students and faculty, we seek to establish a community based on honor, integrity and awareness of others. Our commitment to this community begins with our first day of professional or educational association with Sidney Kimmel Medical College when we sign a pledge to uphold the values and rules of the Honor Code that follows:

“As faculty, residents, fellows, and medical students, we pledge to embrace the academic and social integrity on which Jefferson was founded, pursuing honesty, equality and fairness in all aspects of our lives. This includes not seeking an unfair advantage over our peers, teachers, students, residents, fellows or any other member of the Thomas Jefferson University community. These goals are dependent on our personal concern for ourselves and one another, as well as our collective concern for the maintenance of the community standards that are reflected in the Code.”
The Honor Code assumes that all faculty, residents, fellows, and students conduct themselves in an ethical and professional manner. Altruism, accountability, commitment to excellence, duty to serve, honor, integrity and respect for others are essential characteristics of a physician. In addition, the code is dependent on the collective desire of all members of the academic community to prevent and deter violations, rather than on proceedings to impose penalties after violations have occurred. If violations do occur within this system, each member of the community is expected to support and uphold all aspects of the code.

Community: A goal of each member of the College is to foster an environment of trust and cooperation with respect to the work and efforts of others. When we speak of community, we imply the student body, the faculty, the staff, and the administration, each of which contributes to the combined concept of community.

Academic Integrity: We seek to enhance our knowledge of medicine and achieve excellence in our time spent at Jefferson, but not at the cost of honesty, integrity and trust, all integral aspects to the development of a physician.

Social Integrity: Jefferson is dependent on equality among all its members, regardless of race, culture, religion, gender, or sexual orientation. Each individual should be treated with equal respect by his or her peers, faculty, and staff.

Responsibility: All members of the College must be willing and encouraged to discuss with their peers and all members of the community any action or issue that appears to be unacceptable, and take the necessary actions in a timely manner to address the situation. Failure to deal with a breach in professional conduct may not only jeopardize the strength of the code, but also puts the observer in direct violation of the code.

Mediation: Resources exist for students, faculty, and staff to meet with other people within the Jefferson community to work out any differences and disagreements with the help of a third party. If these efforts fail to reach a resolution, further resources through official College channels can be used to review any disagreement and determine the appropriate course of action.

Shared Professional Values of Sidney Kimmel Medical College

In entering the profession of medicine, and in the process of crafting future physicians as students and educators, we recognize the implicit trust that patients and society have granted us. As such, we must commit to embodying the highest standards of civility, honesty, and integrity in all aspects of our personal and professional lives. This must include our interpersonal relationships, our academic pursuits, and our medical practices. We must treat everyone compassionately, and respect and protect his or her privacy, dignity, and individuality. As part of the trust that society has placed in us, we must advocate for outstanding patient care for all people. Accordingly, we must always recognize those attitudes and values of ours that may limit our ability to do so.

As medical professionals, we must also recognize limitations in our knowledge and skills, and accordingly, we must accept our duty to provide and receive constructive feedback with the goal of improving our ability to care for our patients. This eagerness to improve is central to our commitment to excellence, and will be the foundation upon which we build our practice of lifelong learning.

Commitment to Diversity, Inclusion and Health Equity

Thomas Jefferson University is committed to maintaining a culture of understanding and respect among community members and to serving our community and our patients to the best of our ability. This includes ongoing efforts to promote diversity, inclusion and health equity. Jefferson is engaged in ongoing efforts to enhance the diversity of the University’s leadership, faculty, students, and staff and educational efforts to enhance the understanding of gender and cultural influences in the health and healthcare of
patients. Towards this end, Sidney Kimmel Medical College has established an Office of Diversity and Inclusion Initiatives. The Office of Diversity and Inclusion Initiatives works collaboratively with other administrative units in the Medical College to attract and retain a diverse student and faculty community and to promote cultural awareness and cultural competence. Jefferson believes a diverse community is essential to achieving its mission.