

Faculty Misconduct Policy

Scope

Applies to Mayo Clinic College of Medicine and Science (MCCMS) faculty, learners and employees when interacting in the learning (academic and clinical) environment.

Exception:

Faculty when teaching for Mayo Clinic School of Continuous Professional Development.

Purpose

- To ensure high standards for faculty conduct and to address allegations of [misconduct](#).
- To address potential violations in scholarly expectations, conflicts of interest, instructional responsibilities, and the protection of academic freedom for learners.

Policy

- All Mayo Clinic learners, faculty and employees have a responsibility to foster a learning environment with the highest level of ethical and professional standards and one in which all individuals are treated with respect.
- Faculty-learner relationships carry risks of conflict of interest, breach of trust, abuse of power, and breach of professional ethics. For these reasons, a faculty member must not engage in any romantic and/or sexual relationship with a learner.
- Faculty members must not assert any supervisory academic authority with respect to a learner who was the subject of a previous consensual romantic and/or sexual relationship.
 - When a faculty/learner consensual relationship exists or has previously existed, the faculty member must decline to participate in any evaluative or supervisory academic activity with respect to the learner.
- Relationships between faculty and learners must avoid the appearance or incidence of discrimination, intimidation, favoritism, conflicts of interest, exploitation or bias.
- Faculty will promote integrity and fairness in the learning environment and will ensure learner academic freedom.
 - Learners will be fairly evaluated and promoted based upon unbiased assessments of their performance.
- All Mayo Clinic learners, faculty and employees are obligated to report faculty misconduct they observe or have reason to suspect.
 - Reports of misconduct may be made to the medical director, program director, school ombudsperson, school administration, dean, executive dean, or [Compliance Hotline](#), when appropriate.
 - Program directors, medical directors, Title IX coordinator, and ombudspersons are required to report all allegations of faculty misconduct to the school administration.
 - Reports to the Compliance Hotline will be assigned to the Administrator for the Office of Continuous Accreditation, Licensure and Compliance.
 - Reports to the Title IX Coordinator will be addressed following the [Title IX Sexual Misconduct Procedure](#).
- School administration will conduct an inquiry into the allegation(s) to assess the merits and severity of the allegation(s).

- College personnel assigned to address alleged charges of faculty misconduct are required to do so in a fair and objective manner, taking care to respect the rights of all parties involved within the process of due diligence.

Policy Notes

N/A

Related Procedure(s)

[Faculty Misconduct Investigation and Appeal Procedure](#)

[Title IX Sexual Misconduct Procedure](#)

Related Document(s)

[Disability Accommodations Policy](#)

[Equal Employment Opportunity & Affirmative Action Policy](#)

[Mutual Respect Policy](#)

[Research Misconduct Policy](#)

[Retention of and Access to Research Data Policy](#)

[Sexual and Other Harassment Policy](#)

[Title IX Sexual Misconduct Policy](#)

Definitions

Allegation: Any written or oral statement or other indication of possible faculty misconduct made to education administration or leadership.

Faculty: Individuals engaged in teaching and supervising MCCMS learners, including but not limited to, consultants, allied health staff, adjunct, external faculty, residents, fellows, and interns.

Inquiry: Preliminary information gathering and fact finding.

Learner: an individual enrolled in the Mayo Clinic School of Health Sciences (MCSHS), Mayo Clinic Graduate School of Biomedical Science (MCGSBS), Mayo Clinic School of Medicine (MCSOM), or Mayo Clinic School of Graduate Medical Education (MCSGME).

Misconduct: Misconduct may include, but is not limited to, violation of any Mayo Clinic policies, plagiarism, violations of professionalism or mutual respect (including inappropriate relationships with learners, bullying, discrimination, intimidation or other mistreatment), misrepresentation of credentials, titles or positions, misappropriation of Mayo Clinic intellectual property, and violations of Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, Americans with Disabilities Amendments Act of 2008, Title IX, or Family Education and Privacy Rights Act (FERPA).

School Administration: Authorized administrative leadership roles, including but not limited to Executive Deans, Deans, Associate Deans, Administrators, and Operations Managers.

References

N/A

Owner

David Dahlen on behalf of MCCMS Policy Workgroup

Contact

Debra Lafferty

Revision History

| Date | Synopsis of Change |
|------------|---|
| 07/17/2018 | <p>Added purpose statements concerning high instructional standards and address potential violations in scholarly expectations, conflicts of interest, instructional responsibilities, and the protection of academic freedom for learners.</p> <p>Added wording concerning faculty-learner relationships.</p> <p>Removed information regarding the appeals procedure to create a faculty appeals procedure document.</p> <p>Full scheduled review.</p> |
| | <p>Approval for need to establish document:</p> <p>Longstanding Policy</p> |

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Workflow Reviewer Name(s): Flom Murphy, Melissa A., J.D.

Workflow Approver Name(s): Dahlen, David L.

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Comments: Reviewed and renewed 1/11/2016; Posted to UCM policies 1/22/2013; Last review date Sept 2012

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