

The University of Utah's Department of Internal Medicine advances health through excellence in each of our core domains: education, patient care, and discovery, through inspiring engaged faculty, staff, trainees, and patients encouraging innovative thinking, and building collaborative partnerships.

We are committed to fostering professional conduct among all members of this community through creating an environment of **humanism, excellence, and respect**. These values embody the foundation that supports and pervades all that we do in the Department of Internal Medicine.



### **WE VALUE HUMANISM**

- We cherish our community of faculty, staff, trainees, and patients, and we encourage and support efforts to learn, grow, and evolve as individuals and as an entity
- We respect, value, and strive for increased diversity of race, ethnicity, culture, language, belief, and gender identity
- We honor the rights, values, perspectives, choices, privacy, and time of others, and understand how every person, no matter their background, can make meaningful contributions to our mission
- We believe in 'we not me' mindset; we exhibit an unselfish regard for, and devotion to, the welfare of others

### **WE STRIVE FOR EXCELLENCE**

- We commit to life-long learning through our own merit, integrity, and positive relationships with our colleagues, in order to provide the highest quality care and performance in education, research, and clinical settings
- We strive to exceed expectation; and encourage others to do so
- We are generous with our time and resources
- We commit to promoting rigorous and transparent research through respectful inquiry and ethical discovery
- We incorporate individual strengths and talents into the collective whole
- We commit to the highest ethical conduct and are accountable for our decisions and actions

### **WE PRACTICE RESPECT**

- We foster an environment of inclusiveness, accountability, and acceptance
- We are empathetic and welcoming to each other and the patients we serve
- We actively train, respond, and work together to resolve conflict
- We are committed to peer-to-peer driven respect, and an environment of accountability
- We listen to and care for each other's input and feedback
- We respond in a professional and respectful manner when our own contrary behavior is brought to our attention or when we address it with others