

Year 2 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Columbia University/Columbia University Irving Medical Center

Toward a Collegial, Professional, and Civil Culture in the Health Sciences

Relevant Rubric Area(s):

Prevention: Embedding the Values of Diversity, Inclusion, and Respect into Recruitment, Hiring, Admissions, Retention, Promotion, and Advancement; Identifying and Reinforcing Community Values

Description of Work:

Background:

The Columbia University Irving Medical Center (CUIMC) NASEM Faculty Network focused on strengthening a culture of collegiality on the campus in its first year of participation in the Action Collaborative. (See Year 1 [“Working Group for Civility and Professionalism at Columbia University Irving Medical Center”](#)). Shortly after the office proposal was approved by the medical school, COVID-19 pandemic engulfed New York City and the hospital and CUIMC became ground zero of the pandemic for the entire country. Just a few months later, the antiracism protests sparked by the murder of George Floyd launched a nationwide movement toward a more just world. In the summer 2020, CUIMC made a commitment to address structural racism and to create a more collegial and respectful environment for all as per the recommendations made by the CUIMC Task Force for Addressing Structural Racism. The Task Force included members of the NASEM Faculty Working Group on Professionalism, and focused on six domains: 1) recruitment, retention, and leadership; 2) clinical care; 3) anti-racist education and training; 4) health disparities research; 5) community and public service; and 6) civility and professionalism. Its recommendations reemphasized the need for a central office that works with faculty, students, staff, and residents to develop and support a culture of collegiality and civility across CUIMC.

Purpose and Goal:

In the past year, a revised structure of the CUIMC Office of Professionalism and Civility was approved to emphasize a strong need for collaboration across all CUIMC affiliates to move toward a culture and environment of professionalism and civility. Developing such an office that would work with faculty, departments, HR, student affairs, and others, is also essential to the goals and CUIMC mission of addressing structural racism at the Columbia University Irving Medical Center.

Methods:

Using a top-down and bottom-up approach, this initiative included the feedback of highly representative faculty groups at all levels, administrative leadership, HR, student representatives, student affairs, and hospital partners. The implementation of this work has used a phased approach to the development and implementation of these initiatives to incorporate feedback from these groups.

Stage 1: In early 2020, the CUIMC NASEM Faculty Network recommended the creation of a new Office of Professionalism that would work across the medical school affiliates to support and

Year 2 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

cultivate a culture and environment of collegiality, respect and civility. In early 2020, the recommendation was approved by the school dean.

Stage 2: In early 2021, members of the CUIMC NASEM Faculty Network and a CUIMC Advisory Committee for Professionalism and Civility developed a code of values to be implemented across the CUIMC community (including faculty, staff, students, and trainees) entitled “CUIMC CARES”. The CUIMC CARES program outlines values important in creating a culture that encourages civility, acceptance of differences, respect for all, ethical behavior, and a supportive environment within the CUIMC community. The CUIMC community shares a commitment to trust, equity, and teamwork, and shares the responsibility to model professionalism for every individual within our medical center community. This shared commitment will ensure and foster the most positive work environment for CUIMC affiliates and others. The Code of Values has been shared with stakeholders, faculty groups, HR, and will be widely disseminated upon the launch of the Professionalism Office. With the office structure formalized, job descriptions were developed with and reviewed by key stakeholders including faculty groups, HR, leadership, and student affairs.

Stage 3: CUIMC widely shared the framework for the CUIMC Office of Professionalism and Civility and the Code of Values with key stakeholders, leadership, and representative faculty groups across campus, HR, Student Affairs and student representatives, and other interested faculty and administrative parties across the university campus. The office has identified its administrative leaders and hired a director of compliance and training, and will have a faculty associate dean of professionalism in place by the fall.

Next Steps:

Once the Office of Professionalism and Civility is fully staffed, an announcement will be sent to the entire CUIMC community announcing its mission, purpose and key contact information. It will also announce and share the Code of Values. All of this information will be made accessible on the Office of Academic Affairs’ public website: <https://www.vagelos.columbia.edu/about-us/explore-vp-s/leadership-and-administration/academic-affairs/about-academic-affairs>

Additionally, the first charge of the office will be to work with the advisory committee to develop key procedures and interventions for addressing issues related to professionalism and civility. Metrics to evaluate processes and procedures will be developed to assess the progress toward goals and the impact of new initiatives.

Website for further information (if applicable): <https://www.vagelos.columbia.edu/about-us/explore-vp-s/leadership-and-administration/academic-affairs/faculty-professional-development-diversity-inclusion/faculty-diversity-and-inclusion-cuimc>

Point of Contact Name: Anne L Taylor, MD

Email Address for Point of Contact: alt2127@cumc.columbia.edu

**Year 2 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education**