

## **CODE OF PROFESSIONALISM FOR FACULTY AND STAFF IN THE COLLEGE OF PHARMACY**

A collegial atmosphere is essential for achieving the teaching, research, practice, and service missions of the College of Pharmacy. Faculty and staff are responsible for supporting the mission of the college. Faculty also have a primary responsibility to develop and improve their scholarly competence, and accept the obligation to practice intellectual honesty while exercising critical self-discipline and judgment in using, extending, and transmitting knowledge. Faculty and staff will respect and defend the free inquiry of associates while showing respect for the opinions of others in the exchange of ideas. These behaviors are critical to promote an environment that supports the conditions for free inquiry and academic freedom, a responsibility of the university community.

Faculty and staff in the College of Pharmacy at The Ohio State University are expected to contribute to a positive work environment. Positive and constructive relationships within the college among faculty, staff and students are essential to the fulfillment of the College mission. Elements of creating a positive working climate include:

- Recognizing that effective colleagues demonstrate a shared commitment to trust, collaboration, open lines of communication, mutual respect, and support of a shared vision.
- Supporting the development of positive learning attitudes and habits that support the mission and vision of the College.
- Seeking to resolve problems through appropriate channels including colleagues, division chair, administrators, and human resources.
- Respecting colleagues, and maintaining collaborative, non-adversarial relationships.
- Actively engaging in the intellectual and professional life of the College.

### **GUIDING PRINCIPLES**

In the continuum of conflict, apathy and disengagement represent one end of the spectrum and hostility and antagonism represent the other. The healthy management of conflict can result in optimal organizational outcomes and increased productivity. Effective collegial conflict management in a respectful way can include strategies such as agreeing to disagree, seeking to understand the other's point of view, asking for what we need, reaching compromises, or recommending further discussion and resolution of the problem.

Therefore, it is expected that each faculty and staff member will consistently treat other faculty members, staff, and students with respect, kindness, and courtesy. Examples of positive behaviors that meet these expectations include, but are not limited to: resolving conflict professionally and within University systems, behaving cooperatively, acknowledging and complimenting the good work and success of others, actively

engaging in the activities of the College to advance the College's goals and plans, positive role modeling for students, and addressing disrespectful behavior that they witness. Behaviors that are not supportive of these expectations include, but are not limited to: falsely implying wrong doing on the part of another, making blaming statements, degrading or belittling the work of others, dominating conversations, interrupting others, showing disrespect through body language or words, and discriminating against or harassing other colleagues.

In instances of unhealthy conflict, it is expected that faculty and staff will follow appropriate Division, College and University channels as part of this Code of Professionalism. These channels include following your chain of command to report instances of unhealthy conflict. For example, faculty may address instances of disrespectful behavior, or unhealthy conflict, by reporting the behavior to the Division Chair, or to the Dean. In addition, faculty and staff may discuss these matters with the College of Pharmacy Human Resource Professional (8-4756) and/or members of the Office of Human Resources (2-2800). Hearing procedures for making and responding to complaints against faculty members can be found at: <http://trustees.osu.edu/rules5/ru5-04.php>.

In addition to actively addressing instances of unhealthy conflict, professionalism (as defined by this Code) will be assessed in annual performance reviews. In accordance with the College of Pharmacy's Compensation Philosophy document, collegiality and professionalism will be factors considered in annual salary decisions.

#### **SUMMARY**

The adherence of faculty and staff to the code of professionalism creates a positive working environment and contributes to maintaining a high performance culture.