

From: Zehle, Christa H

Sent: Wednesday, September 19, 2018 11:52 AM

To: LCOM Class Of 2021 List <classof2021@med.uvm.edu>

Subject: Please read this important message about communication and our learning environment

Importance: High

Dear students in the Class of 2021,

Members of the student body continue to approach us with communicated frustrations about the curriculum, and recent social media activity perceived as unprofessional and contributing to a negative social and learning environment for members of our community. These behaviors include the circulation of written documents and frequent Facebook posts expressing frustration towards classmates, administration and the curriculum. In response to these concerns, we would like to take this opportunity to highlight the importance of our [Statement on Medical Professionalism](#), specifically, ***We affirm our commitment to creating and maintaining a community that supports and encourages respect for every individual. To that aim, we expect all members of the Robert Larner, M.D. College of Medicine at The University of Vermont community to act professionally in the school, hospital and wider community; with patients, those close to them, families and colleagues,*** and our [Tenets of Professionalism](#), specifically **Empathy, Honor and Integrity** and **Respect**. We would also like to remind everyone that professionalism is a core competency of medical school curriculums, a component of your Medical Student Performance Evaluation (formally known as the Dean's letter) and that your social media activity and history is readily available to others who are hiring residents and faculty at their respective institutions.

This is not stated to discourage you from sharing your concerns; in fact, we encourage and appreciate freedom of expression and want students to continuously provide feedback, however we expect constructive feedback and personal opinions to be shared in a professional way, via various formal channels available to you.

- Students who wish to share their concerns **anonymously** can do so via our web based reporting form found within the [Learning Environment](#) webpages under [Reporting Concerns/Unprofessional Behavior](#) (password: climate1802).
- Students who wish to share their concerns **confidentially** may meet with any one of us and can sign up for a meeting via our Drop-in sign ups from any web based [Weekly Wire](#) under Useful Resources, on the right-hand side of the page.
- We also encourage students to share their concerns **directly** with individuals responsible for that area of medical education.

As mentioned in class on Friday morning, the LCOM administration, faculty and staff strive to emulate approachability and accessibility, and we hope students view us as such. If not, please do not hesitate to let us know so we can work together to identify potential barriers to access. Again, your concerns regarding the curriculum and the impact on your time and medical education is important to us, and we encourage you to share these concerns to allow

us to provide the constructive feedback to appropriate individuals and/or teams. As health care providers and future providers, professional conduct is an expectation we have of all members of the Larner College of Medicine community in order to optimally interact and carry out our responsibilities. Medical knowledge and skill are simply not enough.

We encourage everyone to take this opportunity to reflect on their own behaviors and help monitor each other and maintain the highest level of professionalism at all levels of the curriculum and in all environments. Please feel free to contact any of us with your questions or concerns and we appreciate your attention to this important matter.

Kind regards,

Christa Zehle, MD, Associate Dean for Students

Lee Rosen, PhD, Director for Student Support

Nathalie Feldman, MD, Director of the Learning Environment

Christa H. Zehle, MD

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