

FACULTY HANDBOOK

CHAPTER I: GENERAL INFORMATION

A. INTRODUCTION

[Mount Sinai School of Medicine](#) (MSSM) was incorporated and received a provisional charter from the New York State Board of Regents in 1963. It was affiliated with the City University of New York from 1967 to 1999, and with New York University from 1999 to 2010, but remained financially autonomous and self-supporting under its own Board of Trustees. In November 2010, Mount Sinai School of Medicine became a free-standing medical school, and its charter was amended to reflect its independent status.

Mount Sinai School of Medicine was created as an academic partner to [The Mount Sinai Hospital](#) (MSH), and together MSSM and MSH comprise [The Mount Sinai Medical Center](#) (MSMC). The School and Hospital have a close collaborative relationship, and serve one of the most diverse and complex patient populations in the world. This setting provides abundant opportunities to fulfill our multifaceted mission of excellence in education, research, patient care, and service.

MSSM offers a medical education program that leads to the [M.D. degree](#) and graduate programs that lead to [Ph.D. degrees and Masters degrees](#). The School attracts outstanding trainees to its highly competitive programs and invigorating academic environment. Approximately 930 men and women are currently enrolled in the degree-granting programs; the student body is academically excellent and diverse. Mount Sinai also offers postgraduate research and clinical training and has a robust continuing education program.

The campus, located at the boundary of the Upper East Side and East Harlem neighborhoods of Manhattan, is shared with The Mount Sinai Hospital. An extensive infrastructure supports MSSM's academic programs, and includes state-of-the-art laboratories and many inpatient and outpatient clinical venues. The Annenberg Building, Icahn Medical Institute, Atran-Berg Building, Faculty Practice Associates building and the Center for Advanced Medicine house most of the School's basic and clinical science departments and their attendant research, teaching, clinical, and office functions; most student classrooms are located in the Annenberg Building. The [Gustave L. and Janet W. Levy Library](#) has a large collection and provides broad support to users. A high faculty-to-student ratio allows for close interactions between trainees and mentors. A broad array of student services supports our students' academic, financial, and social needs.

MSSM ranks 18th among U.S. medical school recipients of NIH research funding and was ranked 18th in the most recent (2011-2012) U.S. News and World Reports survey of America's Best Graduate Schools.

B. ACCREDITATION

Mount Sinai School of Medicine is accredited by the Middle States Commission on Higher Education (3624 Market Street, Philadelphia, PA 19104, Phone: 267-284-5000). The Middle States Commission on Higher Education is an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation.

The Doctor of Medicine (M.D.) Program at Mount Sinai School of Medicine has full accreditation status from the Liaison Committee on Medical Education (Dan Hunt, M.D., M.B.A., Principal Secretariat, Association of American Medical Colleges, 2450 N Street, N.W., Washington, DC 20037, Phone: 202-828-0596).

The governmental, academic, and professional bodies having responsibility in the respective areas have approved all educational programs of the School of Medicine and its affiliated institutions. These include the Board of Regents of the State of New York, the State Education Department, the Board of Higher Education of the City of New York, and medical specialty boards and professional societies. The Joint Commission accredits its teaching hospitals.

C. MISSION STATEMENT

Preamble

In the context of the Jewish traditions of scholarship and charity, the Board of Trustees commits Mount Sinai to the advancement of the art and science of medicine through clinical excellence. This central mission consists of high-quality patient care and teaching conducted in an atmosphere of social concern and scholarly inquiry into the nature, causation, prevention and therapy of human disease.

Article I: Patient Care

In this academic medical center, the responsibility to teach and do research in the laboratory, at the bedside and in the community enhances the fundamental goal of entirely personal, compassionate patient care. Mount Sinai will strive to provide superlative patient care, considered to be the requisite model for learning.

Article II: Education

The educational process will aim to graduate individuals who will be committed to a lifetime of continuing education while they are contributing in many and varied ways to the health needs of people. Mount Sinai will be responsible for the certification of physicians at the undergraduate, graduate and postgraduate levels, as well as the certification of biomedical scientists at the graduate level; and, as appropriate, will undertake the education of other health and allied professionals.

Article III: Research

Since medicine is a derivative science and must draw upon at least the biological, social and physical sciences, no discipline will intentionally be excluded as irrelevant. Fundamental and applied research will be primarily centered in geographic proximity to clinical facilities. Mount Sinai will encourage, support and evaluate innovative ideas and programs in health services delivery.

Article IV: Dissemination of Knowledge

Mount Sinai will participate as a national and international resource in the gathering, analysis and dissemination of information pertaining to the prevention, diagnosis and treatment of disease.

Article V: Concern for the Community

Mount Sinai will be ever-sensitive to the social and health care needs of the many different communities it serves. Mount Sinai will be a participant in efforts to define and solve health problems in population groups and communities through its capability in developing scientific knowledge, education and service.

Article VI: Organization

In a framework of free participation, Mount Sinai will strive to create an evolving work environment conducive to individual creativity.

D. ACADEMIC AFFILIATES

Mount Sinai School of Medicine has academic affiliations with a number of hospitals that participate in the various educational and training programs of the Medical School. In 2011 the affiliates include:

- [The Mount Sinai Hospital](#) (including [Mount Sinai Queens](#))
- [Elmhurst Hospital Center](#)
- [Queens Hospital Center](#)
- [James J. Peters V.A. Medical Center](#)
- [Jewish Home Lifecare, Manhattan](#)
- [Englewood Hospital and Medical Center](#)
- [Jersey City Medical Center](#)
- [St. Joseph's Hospital and Medical Center](#)
- [Atlantic Health -- Overlook Hospital and Morristown Memorial Hospital](#)
- [Good Samaritan Hospital Medical Center](#)

E. CLINICAL ALLIANCES

Mount Sinai Hospital has developed clinical arrangements with a number of health care facilities, including hospitals and nursing homes. The alliances represent a network of

institutions that vary in size and in types of services provided. They are primarily located in the metropolitan area.

F. DIVERSITY

Mount Sinai is committed to promoting and supporting [diversity](#) at all levels in the working and learning environments and to meeting the needs of the diverse body of students, faculty, staff, and communities we serve.

Diversity in the health professions workforce benefits every aspect of health care. Addressing the needs of our increasingly multicultural and ethnically diverse patient population at Mount Sinai makes it essential that patients have increased access to physicians who share their ethnic heritage. Further, interacting with a diverse peer group is important for students, house staff, and faculty for effectively managing cross-cultural patient presentations and impacting on health outcomes.

G. EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION COMMITMENT

It is the policy of the Mount Sinai School of Medicine that all decisions regarding educational and employment opportunities and performance are made on the basis of merit and without discrimination because of race, sex, color, creed, age, national origin, handicap, veteran status, marital status, or sexual orientation. In keeping with its efforts to achieve a broad representation of women and minority groups throughout the institution, Mount Sinai School of Medicine has an Affirmative Action Program. This Program is designed to realize the School's commitment to equal educational and employment opportunities, to achieve compliance with federal, state, and local laws and regulations, and to implement equal opportunity objectives by meeting the spirit as well as the letter of the law and contractual requirements.

H. ACADEMIC FREEDOM

Mount Sinai School of Medicine adheres to the principles of academic freedom as set forth in the following statement adopted by the American Association of University Professors, the Association of American Colleges, and other organizations representing the academic community.

“The teacher is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his/her other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution. The teacher is entitled to freedom in the classroom in discussing his/her subject, but should be careful not to introduce into his/her teaching controversial matter which has no relation to his/her subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.

The college or university teacher is a citizen, a member of a learned profession and an officer of an educational institution. When he/she speaks or writes as a citizen, he/she should be free from institutional censorship or discipline, but his/her special position in the community imposes special obligations. As a person of learning and an educational officer, he/she should remember that the public may judge the profession and the institution by his/her utterances. Hence, he/she should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he/she is not an institutional spokesperson."