



AAMC Policy on Honors and Awards	
Effective Date: December 13, 2021	Policy Owner: Jennifer Schlener, Chief of Staff
Next Review Date: December 13, 2024	Approved By: Board of Directors, Governance, Nomination, and Leadership Development Committee

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I. Scope and Purpose

The AAMC honors individuals and organizations making significant contributions to improve the health of all – including through advancing medical education to meet society’s evolving needs, making patient care safer, more affordable, and more equitable, sustaining the discovery of scientific advances, and collaborating with communities. It is the policy of the AAMC that the privilege of receiving an award or honor is reserved for those individuals and organizations who exemplify high standards of professional ethics and scientific integrity.

The AAMC recognizes that the history of medical science includes many examples of scientific breakthroughs achieved at the cost of human dignity, achievements reached without proper recognition of the people of different genders and races who contributed to them, and scientific and educational environments that failed to include the bright minds and critical input of those from different genders, races, and backgrounds, either through deliberate or passive exclusion from participation or through institutional tolerance of toxic workplaces. This history has impaired trust in medical sciences and undermined the integrity and excellence of the health professions. As one part of its mission to advance health equity, ensure diverse, safe, and inclusive work environments, and reinforce the moral fiber of the health professions, the AAMC will only recognize scientific achievement in the totality of the context in which it was reached, including the professional ethics and scientific integrity of the individual(s) and organizations nominated for awards.



II. Roles and Responsibilities

Responsible – AAMC Board of Directors, Ad Hoc Awards Committee

Accountable – Chief of Staff

Consulted – Affinity groups, as appropriate.

Informed – Board of Directors

All individuals informed of this policy have the responsibility to:

Read the policy and give careful attention to those subjects that most pertain to your job duties.

Understand the purpose of this policy and your overall responsibilities for standards of business conduct.

Discuss this policy with your supervisor or the responsible, accountable or consulted individuals named above as appropriate for additional clarification of this policy.

III. Policy

Standards of Professional Ethics and Scientific Integrity. Leaders of a professional community must embody the professional ethics expected of that community, including through demonstrating respect for the people they work with and serve, deliberate efforts to improve the value and rigor of their work through inclusion of diverse teams and perspectives, and unwavering discipline regarding the quality, integrity, and trustworthiness of their professional achievements. Breaches of professional ethics and scientific integrity include, but are not limited to –

- a. Sexual harassment.
- b. Discrimination on the basis of sex, race, color, national origin, religion, age, ability, sexual orientation, gender identity, or any other characteristic protected by law or institutional policy, against students, residents, research assistants, employees, colleagues, research subjects, or patients, in all professional settings.
- c. Research misconduct, including fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results.
- d. Any action that results in the loss of a professional license to practice.

Retaliation against any individual for reporting discrimination, harassment, or unethical or illegal activity.



IV. Standards/Procedures/Requirements

(1) Awardees and Honorees Must Embody the Standards of Professional Ethics and Scientific Integrity

- a. **Criteria.** All AAMC awards and honors, including those awarded by the AAMC Board of Directors and AAMC-affiliated affinity groups, include a criterion that the recipient(s) must demonstrate the standards of professional ethics and scientific integrity articulated in this policy.
- b. **Nominations.** Individuals making a nomination for an award must attest to the nominee's professional ethics and scientific integrity to the best of their knowledge, including their personal knowledge of the nominee's demonstration of the highest standards of professional ethics and scientific integrity as well as publicly known findings by authoritative bodies.
- c. **Self-Certification by Nominees.** Finalists for an award will be asked to certify that they meet the AAMC's expectations for professional ethics and scientific integrity. Individuals, groups, or entities nominated for awards –
 - a. **May** decline a nomination for any reason, without explanation; and
 - b. **Must** decline a nomination if they have had a finding of unethical activity or professional or scientific misconduct in the preceding five years by their institution, a regulatory body, an enforcement agency, a professional licensing board, or a court of law.

(2) AAMC Discretion. AAMC confers awards and honors at its sole discretion and is under no obligation to confer or maintain an award or honor on any individual or entity.

- a. The AAMC retains the right to defer, decline to grant, or revoke an award or honor to any individual or organization in the following instances:
 - A final and authoritative finding of research misconduct, discrimination, harassment, or retaliation by an institution, a regulatory body, an enforcement agency, a licensing board, or a court of law.
 - Where the individual or organization did not meet the criteria for the award or honor at the time it was conferred.
 - When, in the AAMC's sole opinion, further connection to or association with an individual or organization could create a false impression of AAMC endorsement of behavior or conduct inconsistent with this policy or the AAMC's mission. In such case, the AAMC is not making a statement or determination of the individual's, group's, or entity's culpability, but rather taking a precaution against perceived involvement in a public controversy that does not advance the AAMC's mission or best interests.
- b. **Restorative Justice.** The AAMC believes in restorative justice, or the ability of an individual to be rehabilitated through education, reconciliation with injured parties, or



actions demonstrating remorse and improvement. The AAMC will take such factors into account along with the time passed since a finding when considering revocation of an award.

- c. **Process.** Decisions under this policy will be made by the ad hoc committee of the Board, based on recommendation by management, facilitated by the Chief of Staff, including affinity group consultation as appropriate. The AAMC is not a regulatory, investigative, or enforcement authority and is not in a position to authoritatively investigate or review allegations of professional misconduct, unethical or scientific misconduct, or other actions taken by individuals or groups that are not the employees or directors of the AAMC. The AAMC defers to findings made by entities with the authority and capability to conduct thorough investigations and make findings of fact, rule, or law, including authorized institutional committees, government regulatory and enforcement agencies, professional licensing boards, and courts of law.

(2) Revision History

Reference previous versions of the policy, the dates revised and the effective dates.

Version	Date	Revision Description	Author
1.0			
1.1			
2.0			