



UNIVERSITY
OF MANITOBA

Faculty of Medicine

Guiding Principles: Beer & Skits

PREAMBLE:

Beer & Skits is an event that relies upon humour, innuendo and satire primarily directed at students and faculty members within the Faculty of Medicine.

As physicians and medical students we enjoy a privileged position in society. As such, we are held to a higher standard of behaviour. These expectations extend to all areas of our public and private lives. Thus, steps must be taken to ensure that professionalism is maintained throughout the event.

While the potential to offend some will always exist, the following guiding principles exist to help students and faculty judge what is appropriate for the event.

GUIDING PRINCIPLES:

1. Beer & Skits is an important event that should continue to occur:

Beer & Skits gives students and faculty alike in the Faculty of Medicine a chance to laugh at ourselves, and explore the idiosyncrasies of our profession and school. It is also an important creative outlet and forum for freedom of expression.

2. Beer & Skits is a public event:

Beer and Skits is an event endorsed by the Faculty of Medicine under the University of Manitoba. It is not restricted to members of the faculty, but is open to their spouses and friends and is catered by independently employed servers. The public nature of the event is most evident in the possibility that performances may be distributed through online file and video sharing sites.

Therefore, steps must be taken to ensure professionalism is maintained, even during a parody or "roast" of a topic or individual.

3. Guiding principles for Beer & Skits will be circulated to all students on a regular basis, and open for revision upon request:

This document will be circulated annually to all medical students prior to Beer and Skits, as well as any other student who happens to transfer into our medical school. Distribution will be the responsibility of the MMSA. The guidelines will only be reviewed and re-circulated upon request, and/or should the need to revise them become apparent. Any such review and revision will be the responsibility of the MMSA, the faculty and the Associate Dean, Students.

4. General concept of the content of Beer & Skits will be peer reviewed prior to the event:

Beer and Skits is an event that relies upon humour, innuendo and satire primarily directed at students and faculty members within the Faculty of Medicine. Comedic performances of this nature rely on the wit and spontaneity of the participants to be successful. However, within this framework, the potential exists for a performance to step outside the bounds of professional conduct.

In order to ensure that students and faculty alike do not cross this line, a peer review will be undertaken prior to the event. For live skits and musical numbers this will include a review of the general content and concept of the performance, while video skits will be reviewed in their entirety prior to the event. One of the most important tasks for the panel will be to ensure that humour and satire do not progress to personal attacks against students, staff or faculty members.

As each class within the faculty makes an independent submission, this review is the responsibility of elected class officials. In order to avoid a conflict of interest, the review panel must include class officers not organizing the class' Beer and Skits submission. A written record should be kept of the review process and submitted to the MMSA upon request. In the event that an individual presents unreviewed material at the event they will be held personally responsible for that material.

In the unlikely event that a complaint is filed following Beer and Skits the procedure to be followed is outlined in the Faculty of Medicine's Professionalism Report Policy. If it is found that the review panel was acting in good faith, and in the absence of willful negligence or harm, the members of the panel will be protected from disciplinary action.

5. Responsibilities between students, staff and faculty with regard to faculty participation:

Beer and Skits provides a great opportunity for students, faculty members and staff from the Faculty of Medicine to work together outside the academic environment. Involving all three groups allows for a thorough exploration of the idiosyncrasies and humour that is to be found within the medical school and the profession. In order to ensure that faculty members and staff are comfortable with their involvement, and that their participation falls within these guiding principles, it is important that communication between them and the student organizers be open and honest. Faculty and staff members are also expected to behave in a manner consistent with professionalism as outlined in the College of Physicians and Surgeons of Manitoba Code of Conduct and the University of Manitoba Code of Conduct.

All U of M medical faculty and support staff should receive an announcement in which they are informed that: while participation offers a great opportunity for fun and to support the medical students, the final product shown at Beer and Skits may be different than the initial understanding they have of what they are being asked to do. They are ultimately responsible for the role they play in the performance, and they have the right to request further information about the nature of their participation and the final product prior to the event.