



Professionalism



History of Professionalism: Medicine in 1700s

- ◆ Competitive and market based
- ◆ Training was apprenticeships which were unregulated
- ◆ Dr. John Gregory (Scotland) argued that the physician should be the fiduciary of the patient
- ◆ Dr Thomas Percival wrote code of medical ethics in 1805



History of Professionalism: Medicine in the 1800s

- ◆ Yale and Harvard started Medical schools with regulated training and degrees
- ◆ American Medical Association adopted a code of ethics in 1847
- ◆ Society recognized medicine as a profession as demonstrated by its trust in these institutions to regulate themselves and their members



History of Professionalism: Medicine in the 1900s

- ◆ 1914 NY Supreme court ruling regarding patient autonomy
- ◆ Enormous scientific and technological breakthroughs
- ◆ Concomitant rise in cost of healthcare and physician remuneration
- ◆ 1960s Professionalism in medicine questioned (along with everything else)



History of Professionalism: 1900s (cont)

- ◆ Health care costs and technology continue to escalate
- ◆ Medicare and Medicaid start and develop enormous power
- ◆ Managed care emerges as the USA's alternative to socialized medicine
- ◆ Professionalism and Medicine's place in society continue to come under fire

Senior Residents Views on Attributes of Professionalism

- ◆ Competence 129 (50%)
- ◆ Respect 123 (48%)
- ◆ Empathy 101 (39%)
- ◆ Honesty/Integrity 62 (24%)
- ◆ Confidentiality 50 (19%)
- ◆ Altruism 6 (2.3%)
- ◆ Humble 10 (3.9%)
- ◆ Justice 16 (6.2%)
- ◆ Self-appraisal 32 (12%)
- ◆ Ethical 44 (17%)



Senior Residents Views On Learning Professionalism

- ◆ Contact with positive role model clinical teachers 93%
- ◆ Contact with patients and their next of kin 50%
- ◆ Contact with negative role model clinical teachers 44%



How Do We Learn Professionalism

- ◆ Informal Discussions 76%
- ◆ Course Work 28%
- ◆ Teaching Rounds 26%



Rates of Dissatisfaction with Teaching on Professionalism

◆ Med students	52%
◆ Residents	24%
◆ Attendings	41%
◆ Overall	40%



Are You a Professional?

- ◆ Professionalism refers to conduct and attributes
- ◆ Professionalism cannot be conferred by other people but must come from within.



Medicine is, at its center, a moral enterprise grounded in a covenant of trust.

Patient-physician covenant, JAMA, 1995



Professionalism

Behaviors that place the interests of
the patient ahead of those of the
physician (self)



Professionalism (ABIM)

Aspiring toward altruism,
accountability, excellence, duty,
service, honor, integrity, and respect
for others



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Attributes of a Profession

- ◆ A way of life with a moral value
- ◆ A profession becomes a calling not simply an occupation



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Steven Brint

- ◆ Without a strong sense of the public and social purposes served by professional knowledge, professionals tend to lose their distinctive voice in public debate.



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Professionalism (AAMC)

- ◆ Altruistic
- ◆ Knowledgeable
- ◆ Skillful
- ◆ Dutiful



Characteristics of the Ideal Physician

- ◆ Skilled
- ◆ Compassionate
- ◆ Trustworthy
- ◆ Honest
- ◆ Supportive
- ◆ Communicative
- ◆ Humble



Characteristics of Professions and Professionals (Cruess)

- ◆ A profession possesses a discrete body of knowledge and skills over which its members have exclusive control.
- ◆ The work based on this knowledge is controlled and organized by professional associations that are independent of both state and capital (I. E. the marketplace).



Characteristics (cont)

- ◆ The mandate of these associations is formalized by a variety of written documents, including laws covering licensure and regulations granting authority.
- ◆ Professional associations are the ultimate authorities on the personal, social, economic, cultural, and political affairs relating to their domains, and they are expected to influence public policy and inform the public within their areas of expertise.



Characteristics (cont)

- ◆ Admission to professions requires prolonged education and training; the professions are responsible for the qualifications and the numbers to be admitted, the substance of training, and the requirements of its completion.
- ◆ Within the constraints of the law the professions control admission to practice and the terms, conditions, and goals of the practice.



Characteristics (cont)

- ◆ The professions are responsible for the ethical and technical criteria by which their members are evaluated, and have the exclusive right and duty to discipline unprofessional conduct.
- ◆ Individual members remain autonomous in their workplaces within the limits of rules and standards laid down by the association and relevant laws.



Characteristics (cont)

- ◆ Professionals are expected to gain their livelihoods by providing services to the public in their area of expertise.
- ◆ Members are expected to value performance above reward.



Characteristics (cont)

- ◆ Profession and professionals must be moral and are held to a higher standards of behavior than are non-professionals.
- ◆ Professionalism is an ideal to be pursued.



Swick's Normative Definition of Medical Professionalism

- ◆ Physicians subordinate their own interests to the interests of others
- ◆ Physicians adhere to high ethical and moral standards
- ◆ Physicians respond to societal needs and their behaviors reflect a societal contract with the communities served



Swick's Normative Definition of Medical Professionalism

- ◆ Physicians evince core humanistic values, including honesty and integrity, caring and compassion, altruism and empathy, respect for others and trustworthiness.
- ◆ Physicians exercise accountability for themselves and their colleagues.
- ◆ Physicians demonstrate a continuous commitment to excellence.



Swick's Normative Definition of Medical Professionalism

- ◆ Physicians exhibit a commitment to scholarship and to advancing their field.
- ◆ Physicians deal with high levels of complexity and uncertainty.
- ◆ Physicians reflect upon their actions and decisions.



Nursing Professionalism: Hall's Definition

- ◆ Use of the professional organization as a major referent
- ◆ Belief in public service
- ◆ Belief in self regulation
- ◆ Sense of calling to the field
- ◆ Autonomy



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Texas Nursing Association LIGHT Acronym

- ◆ L = Love of the human spirit
- ◆ I = Involvement with patient
- ◆ G = Godliness (kindness, acceptance)
- ◆ H = Hope for your patients
- ◆ T = Teach patients and fellow nurses



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EMT Professionalism: Textbook Definition

- ◆ Conduct or qualities characterizing a practitioner in a particular field or occupation



EMT Attributes of Professional Conduct

- ◆ Integrity
- ◆ Empathy
- ◆ Professional manner
- ◆ Appearance/hygiene
- ◆ General conduct
- ◆ Patient advocate
- ◆ Treating others with respect
- ◆ Self motivation
- ◆ Self confidence
- ◆ Good communication
- ◆ Good time management
- ◆ Teamwork & Diplomacy
- ◆ Careful delivery of services



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Two Levels of Professionalism

- ◆ Individual
- ◆ Collective



ABIM Charter Premises

- ◆ Changes in the delivery of health care throughout the world threaten the values of professionalism
- ◆ The conditions of medical practice are tempting physicians to abandon their commitment to the primacy of patient welfare



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Medical Professionalism (ABIM Charter) Preamble

- ◆ Professionalism is the basis of medicine's contract with society.



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Medical Professionalism (ABIM Charter) Fundamental Principles

- ◆ Principle of primacy of patient welfare
- ◆ Principle of patient autonomy
- ◆ Principle of social justice



Medical Professionalism (ABIM Charter) Responsibilities

- ◆ Commitment to professional competence.
- ◆ Commitment to honesty with patients.
- ◆ Commitment to patient confidentiality.
- ◆ Commitment to maintaining appropriate relations with patients.
- ◆ Commitment to improving quality of care.



Medical Professionalism (ABIM Charter) Responsibilities

- ◆ Commitment to improving access to care
- ◆ Commitment to a just distribution of finite resources
- ◆ Commitment to scientific knowledge
- ◆ Commitment to maintaining trust by managing conflict of interest
- ◆ Commitment to professional responsibilities



Trade or Profession

- ◆ Trade
 - ◆ Variable degree of training
 - ◆ Marketplace driven
 - ◆ Goal is financial
 - ◆ Regulated by society
 - ◆ Trust is not implicit
 - ◆ Ethics is desirable
- ◆ Profession
 - ◆ High degree of training
 - ◆ Driven by need
 - ◆ Goal is service
 - ◆ Self-regulated
 - ◆ Trust is implicit
 - ◆ Ethics is essential



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Traditional Professions

- ◆ Law
- ◆ Medicine
- ◆ Clergy



Is Nursing a Profession?

- ◆ Yes: Core attributes define it as such
- ◆ No: Core attributes more in the line of a job (trade)
- ◆ Maybe: Aspiring profession



Are EMTs Professionals?

- ◆ Yes: Core attributes consistent with a profession
- ◆ No: Core attributes consistent with a job (trade)
- ◆ Maybe: Aspiring profession



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Professional organization

- ◆ Community structure
- ◆ A voluntary gathering of people united by a common goal
- ◆ Collegial relationships
- ◆ Free exchange of knowledge with no hierarchy of communication



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Terminology and the Decline of Professionalism

- ◆ Covenantal Terms
- ◆ Physician
- ◆ Patient
- ◆ Business Terms
- ◆ Healthcare Provider
- ◆ Consumer or client



Barriers to Professionalism in Modern Medicine

- ◆ Time constraints
- ◆ Financial constraints
- ◆ Higher expectations of patients and families
- ◆ Medicolegal concerns
- ◆ Federal, state, and institutional laws, policies, and guidelines



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Physician Arrogance

- ◆ The life of the patient and the soul of the physician are always at risk. Rabbi Samuel Edels 17th century

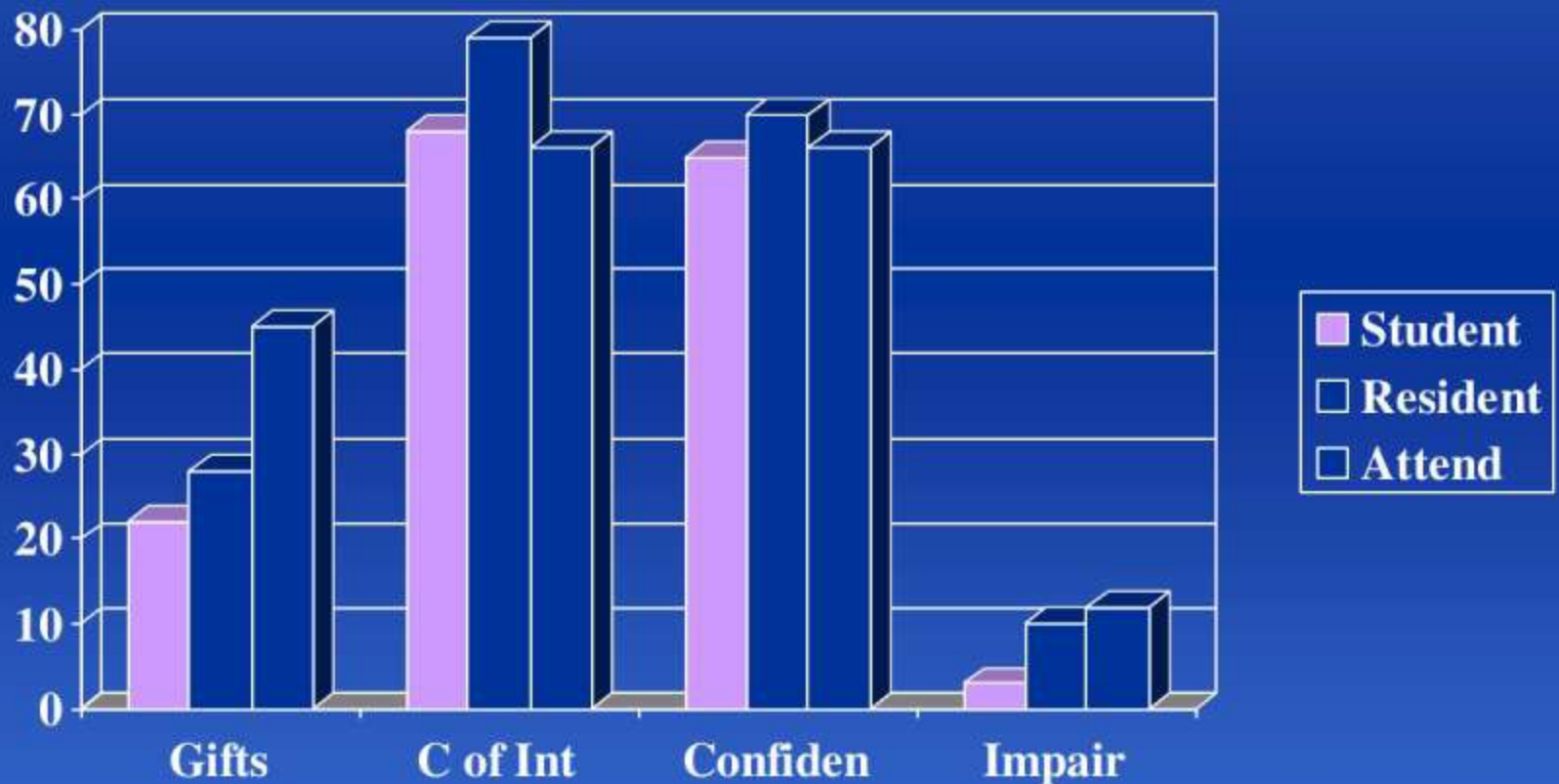


Physician Arrogance

- ◆ Sociologic Factors
- ◆ Past: Great prestige and respect
- ◆ Present: System arrogance- patient care is a job to be done
- ◆ Psychologic Factors
- ◆ Physician as St George holding the dragon of death at bay
- ◆ Misinterpreting your greater knowledge and skills as power in physician patient relationship

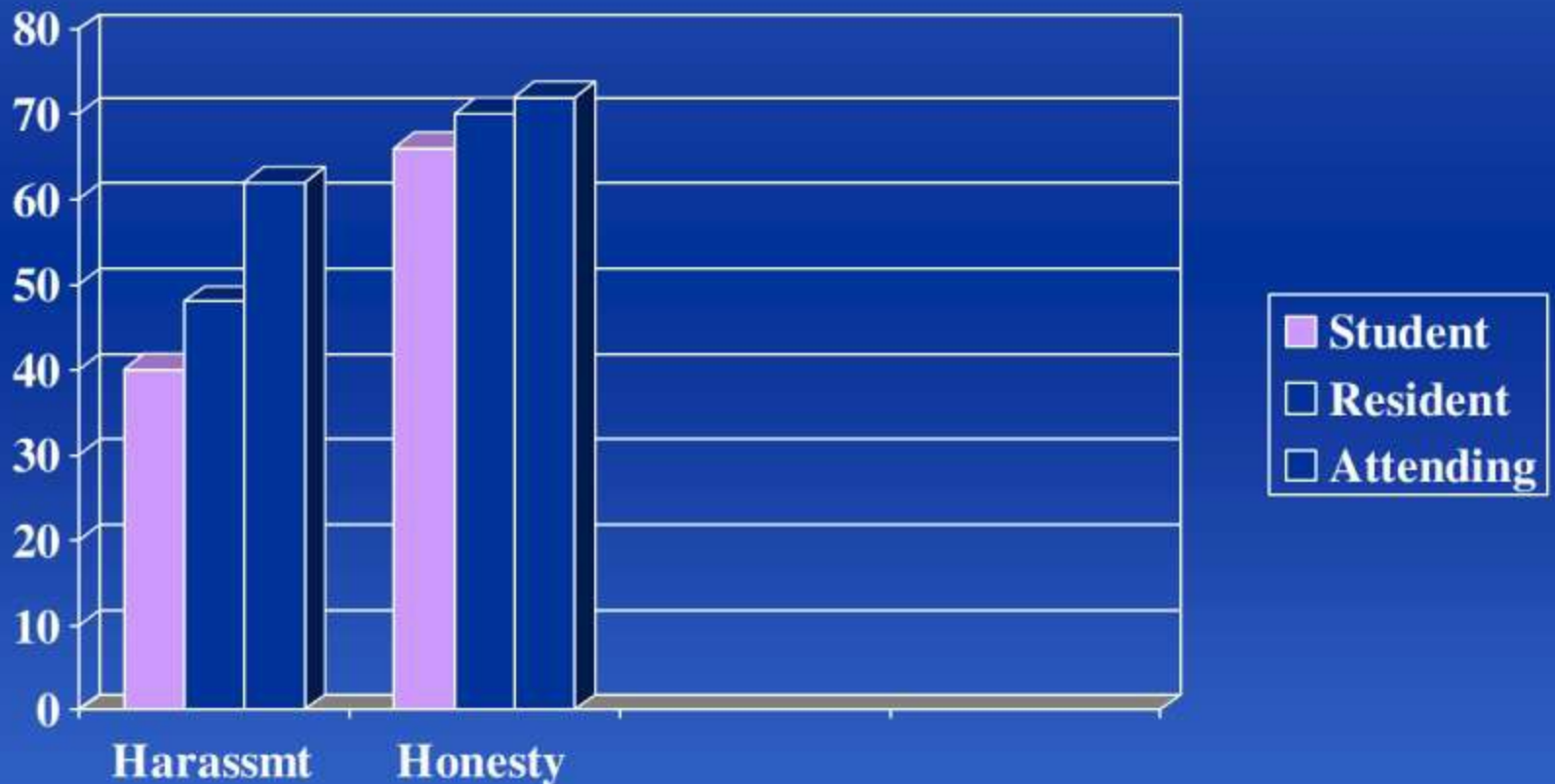


Frequency to “Best Response” to Professionalism Scenarios





Frequency of “Best Reponses” to Professionalism Scenario





“We are here not to get all we can out of life for ourselves, but to try to make the lives of other happier. It is not possible for anyone to have better opportunities to live this lesson than you will enjoy. The practice of medicine is an art, not a trade; a calling, not a business; a calling in which your heart will be exercised equally with your head.”

Sir William Osler



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Author Credit – Professionalism

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Questions

Postresidency Tools of the Trade CD

- 1) Career Planning – Garmel
- 2) Careers in Academic EM – Sokolove
- 3) Private Practice Career Options - Holliman
- 4) Fellowship/EM Organizations – Coates/Cheng
- 5) CV – Garmel
- 6) Interviewing – Garmel
- 7) Contracts for Emergency Physicians – Franks
- 8) Salary & Benefits – Hevia
- 9) Malpractice – Derse/Cheng
- 10) Clinical Teaching in the ED – Wald
- 11) Teaching Tips – Ankel
- 12) Mentoring - Ramundo
- 13) Negotiation – Ramundo
- 14) ABEM Certifications – Cheng
- 15) Patient Satisfaction – Cheng
- 16) Billing, Coding & Documenting – Cheng/Hall
- 17) Financial Planning – Hevia
- 18) Time Management – Promes
- 19) Balancing Work & Family – Promes & Datner
- 20) Physician Wellness & Burnout – Conrad /Wadman
- 21) Professionalism – Fredrick
- 22) Cases for professionalism & ethics – SAEM
- 23) Medical Directorship – Proctor
- 24) Academic Career Guide Chapter 1-8 – Nottingham
- 25) Academic career Guide Chapter 9-16 – Noeller