



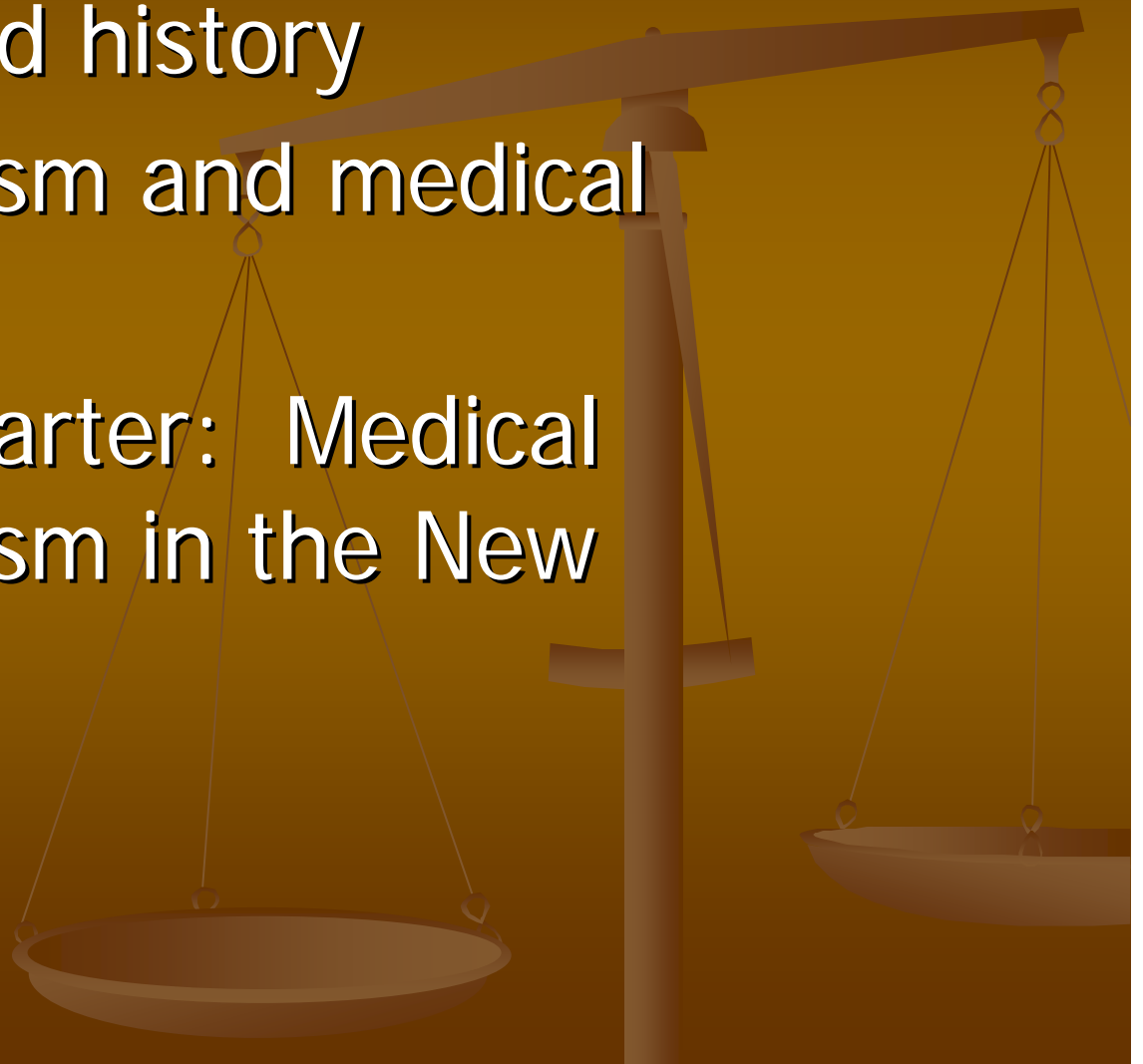
# Professionalism

## The Practice of Medicine

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WRITE Co-chair

# Professionalism

1. Definition and history
2. Professionalism and medical education
3. Physician Charter: Medical Professionalism in the New Millennium
4. Summary



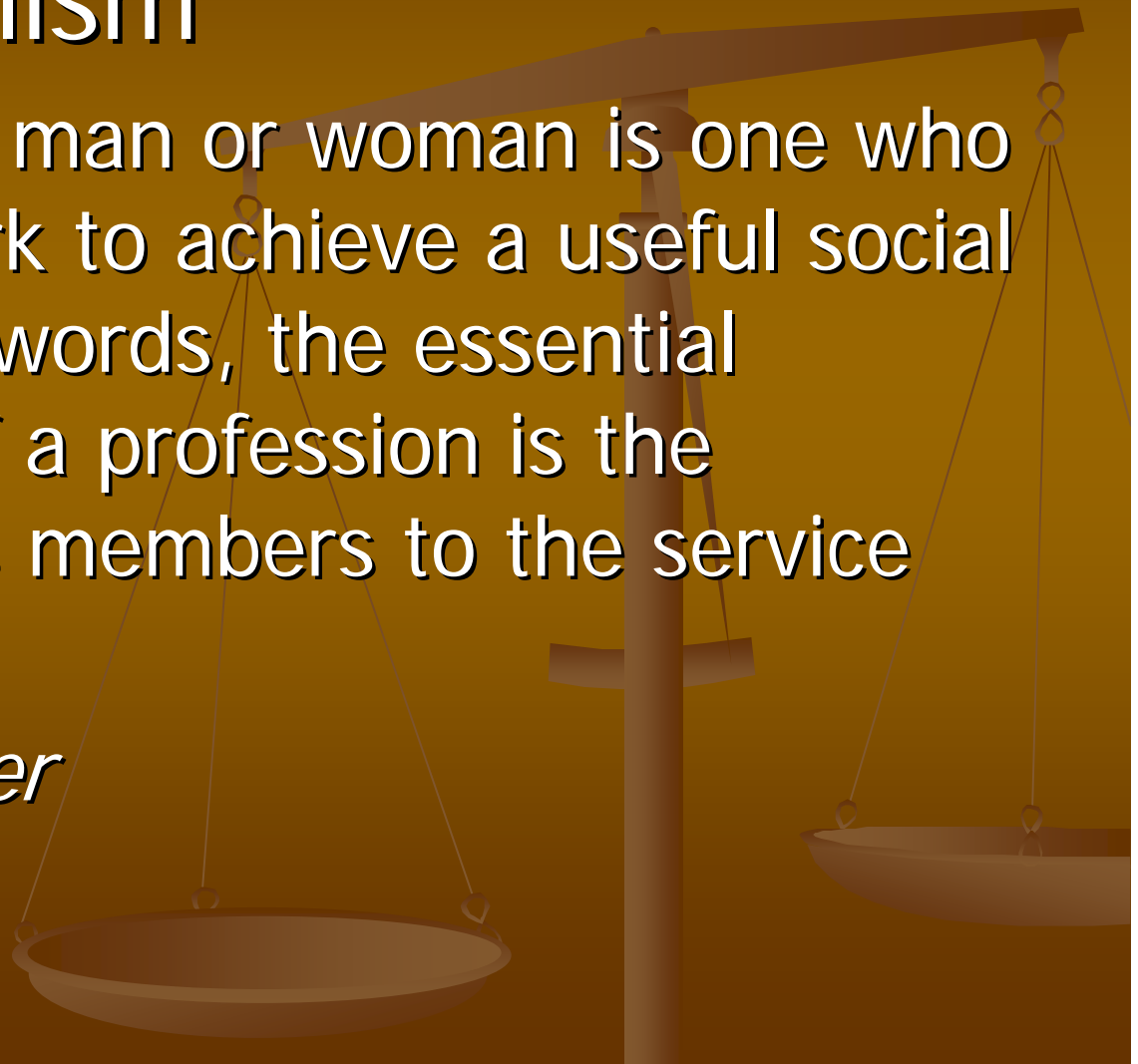
What is Professionalism?



# Professionalism

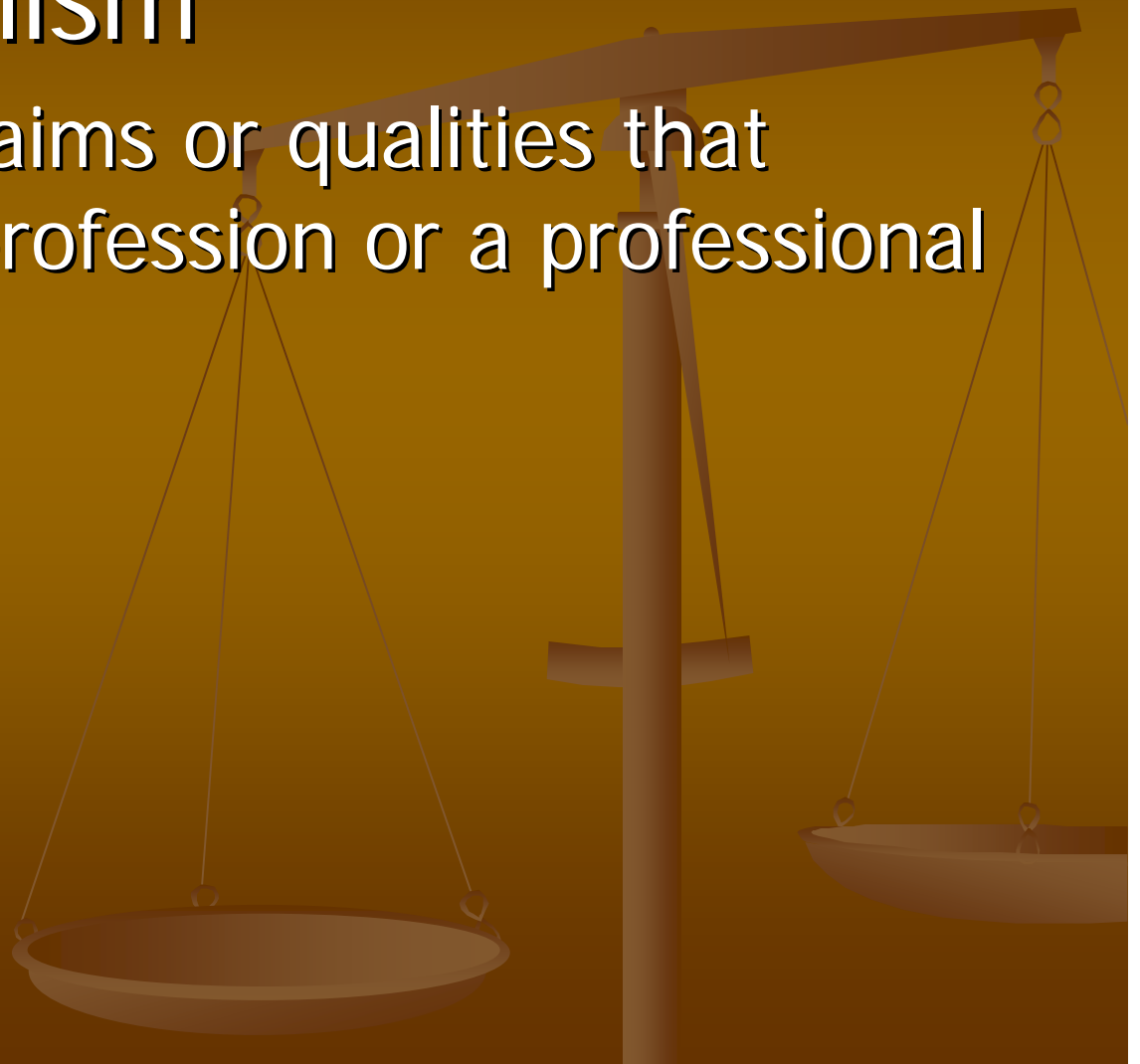
- " a professional man or woman is one who does skilled work to achieve a useful social goal... In other words, the essential characteristic of a profession is the dedication of its members to the service they perform."

*Mortimer J. Adler*



# Professionalism

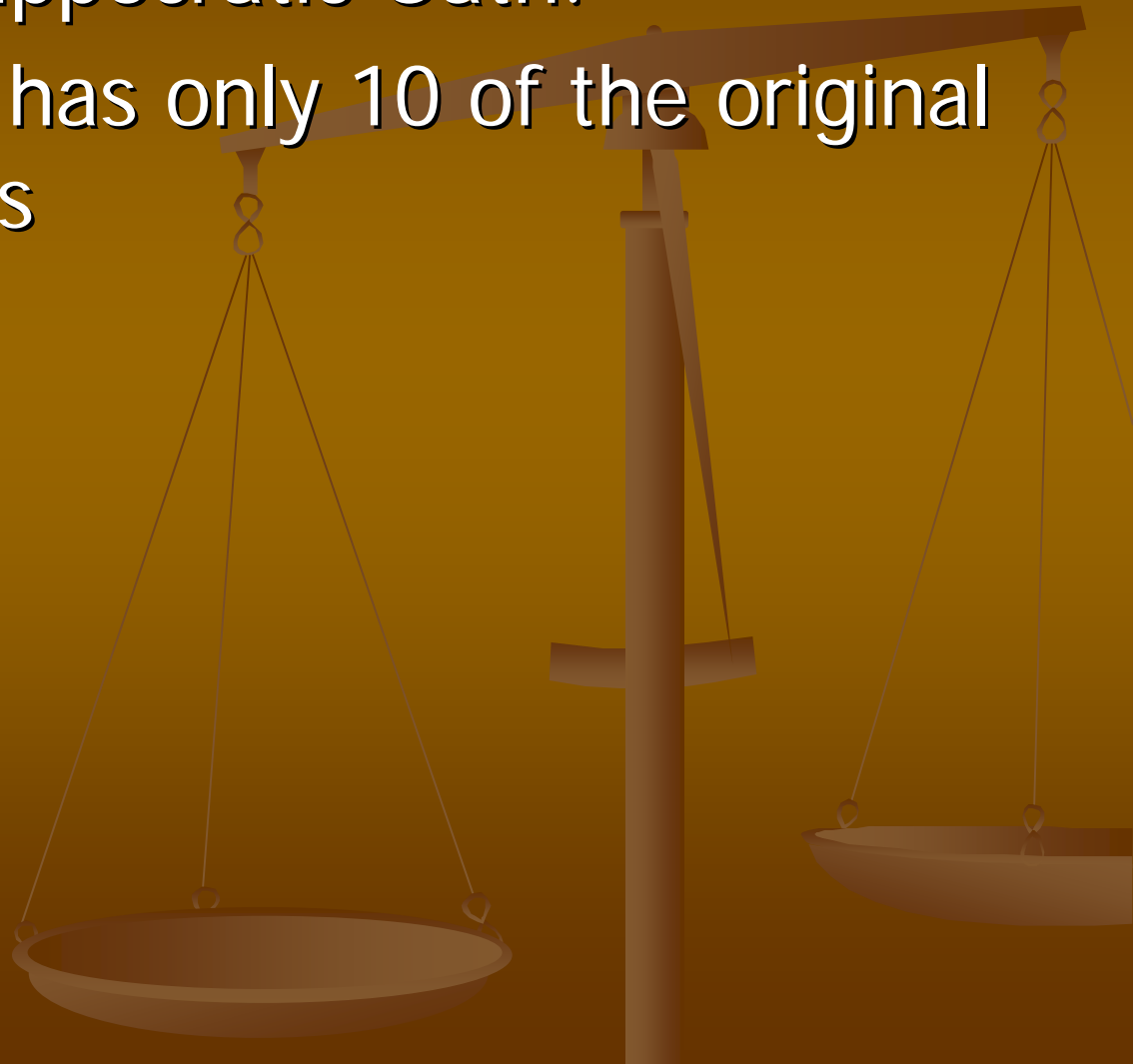
- is the conduct, aims or qualities that characterize a profession or a professional person



# ■ Hippocrates



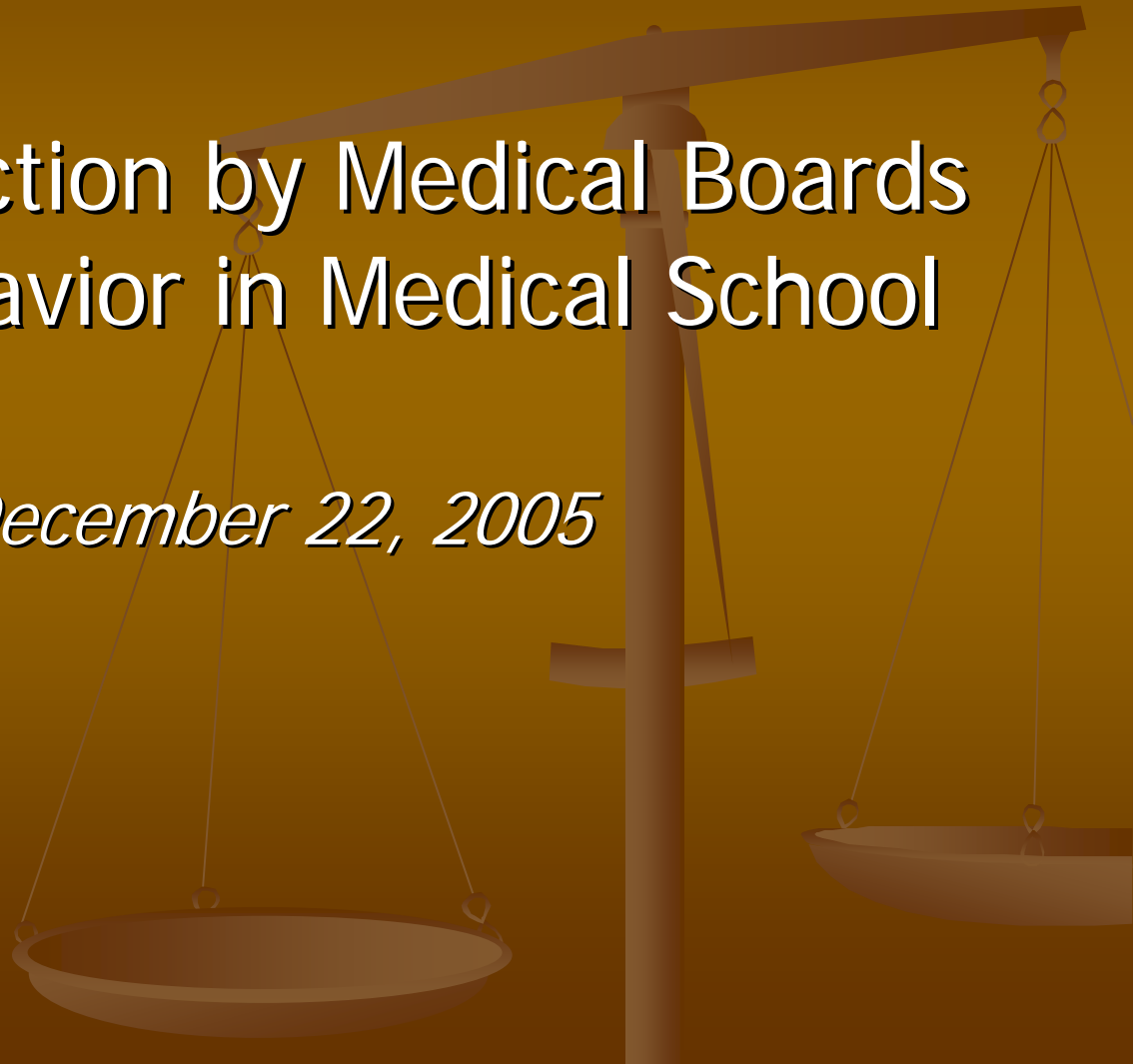
- As of 1993, 98% of medical students took some form of Hippocratic Oath.
- Modern version has only 10 of the original 14 content items

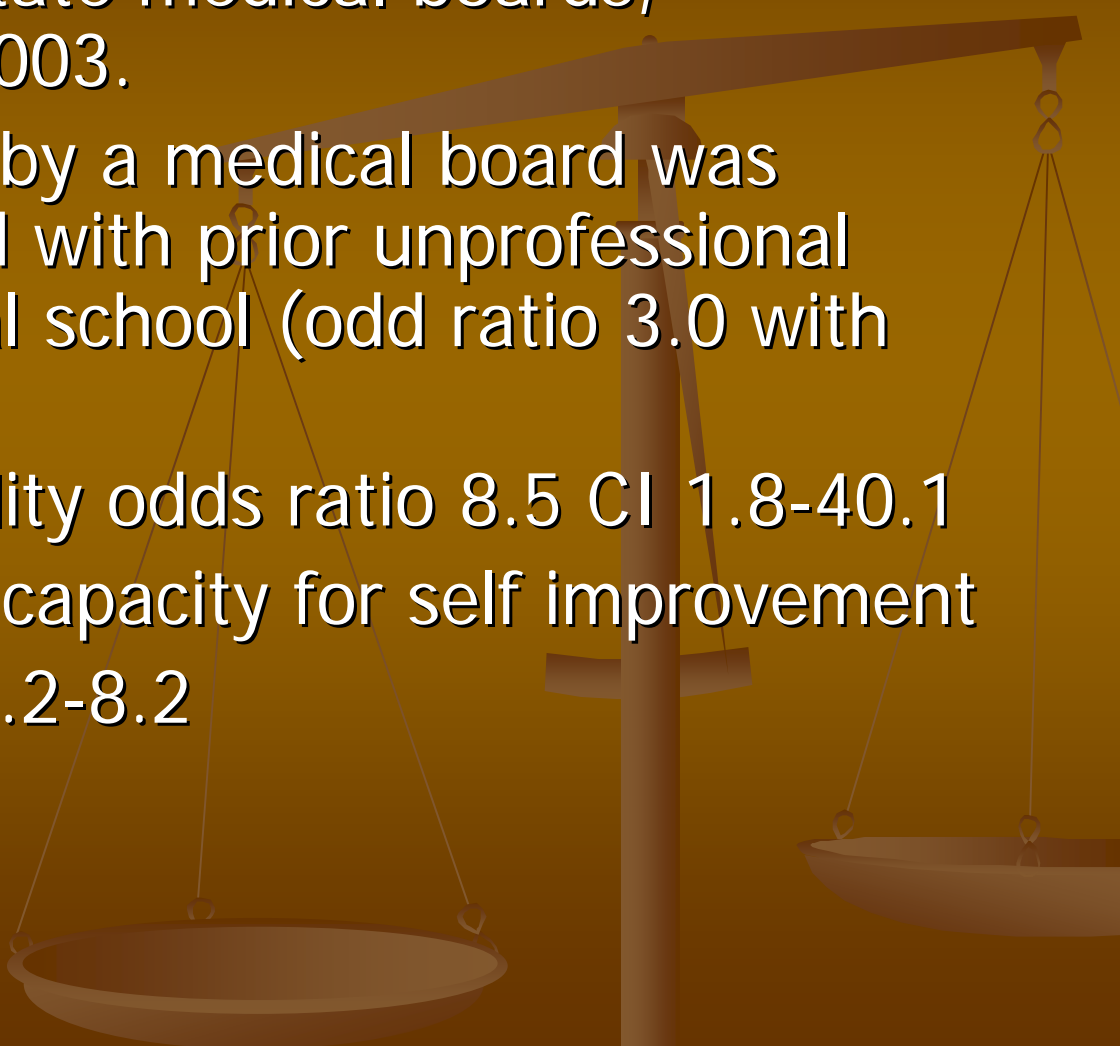


# Why is Professionalism Important to Medical Education?

- Disciplinary Action by Medical Boards and Prior Behavior in Medical School

*Papadakis et al, December 22, 2005*



- 
- Methods- 235 students from 3 medical schools disciplined by 40 state medical boards, graduating 1990-2003.
  - Disciplinary action by a medical board was strongly associated with prior unprofessional behavior in medical school (odd ratio 3.0 with 95% CI 1.9-4.8)
  - Severe irresponsibility odds ratio 8.5 CI 1.8-40.1
  - Severely diminished capacity for self improvement odds ratio 3.1 CI 1.2-8.2

# UWSOM Professionalism Initiatives



# ACGME Core Competencies

- Medical knowledge
- Patient Care
- Interpersonal and communication skills
- Practice-based learning and improvement
- Systems-based practice
- **Professionalism**



# ACGME Core Competencies

## ■ Professionalism

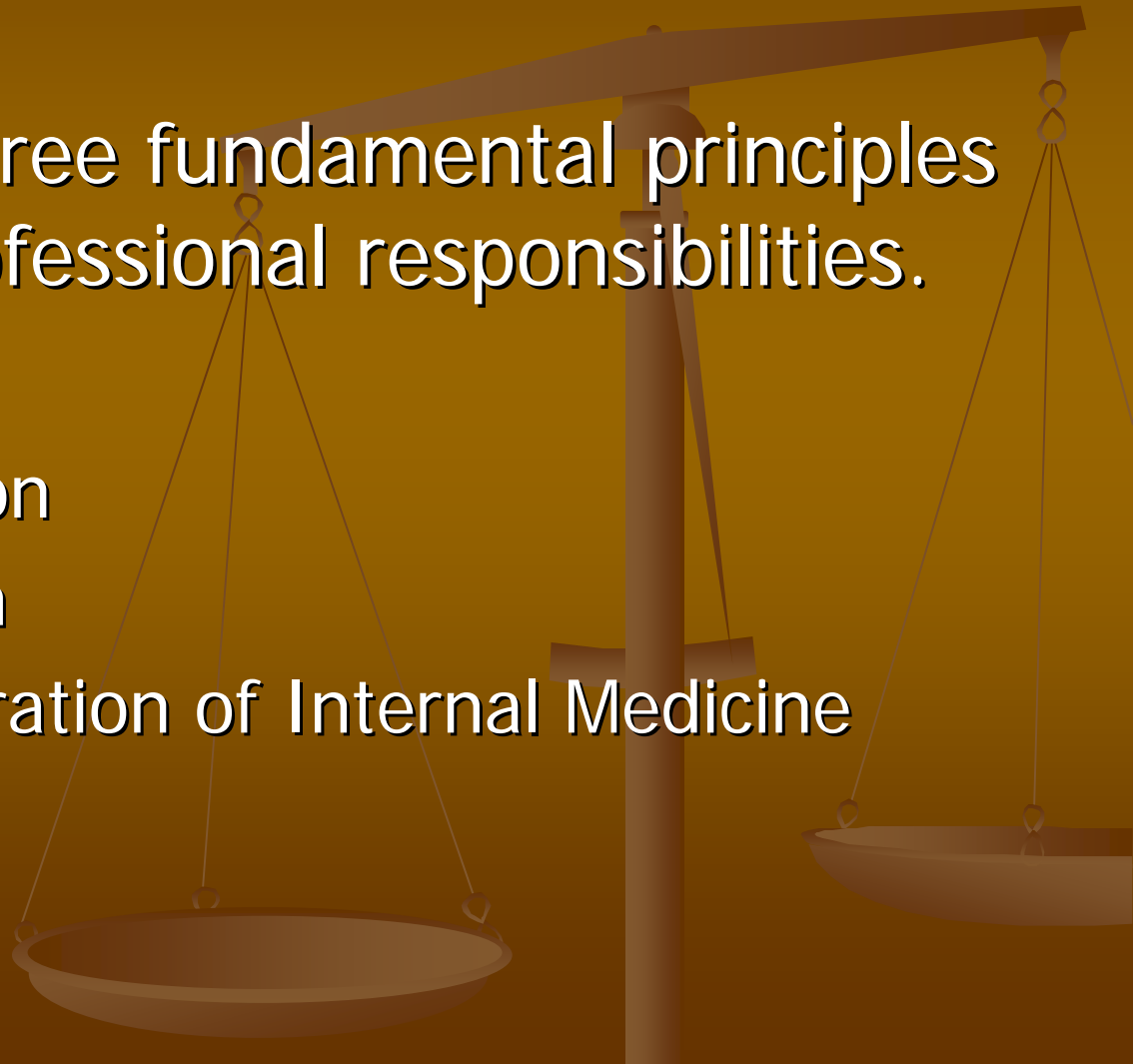
- ❖ Respect, compassion, integrity
- ❖ Responsiveness to needs
- ❖ Altruism
- ❖ Accountability
- ❖ Commitment to excellence
- ❖ Sound ethics
- ❖ Sensitivity to culture, age, gender, disabilities



# Medical Professionalism

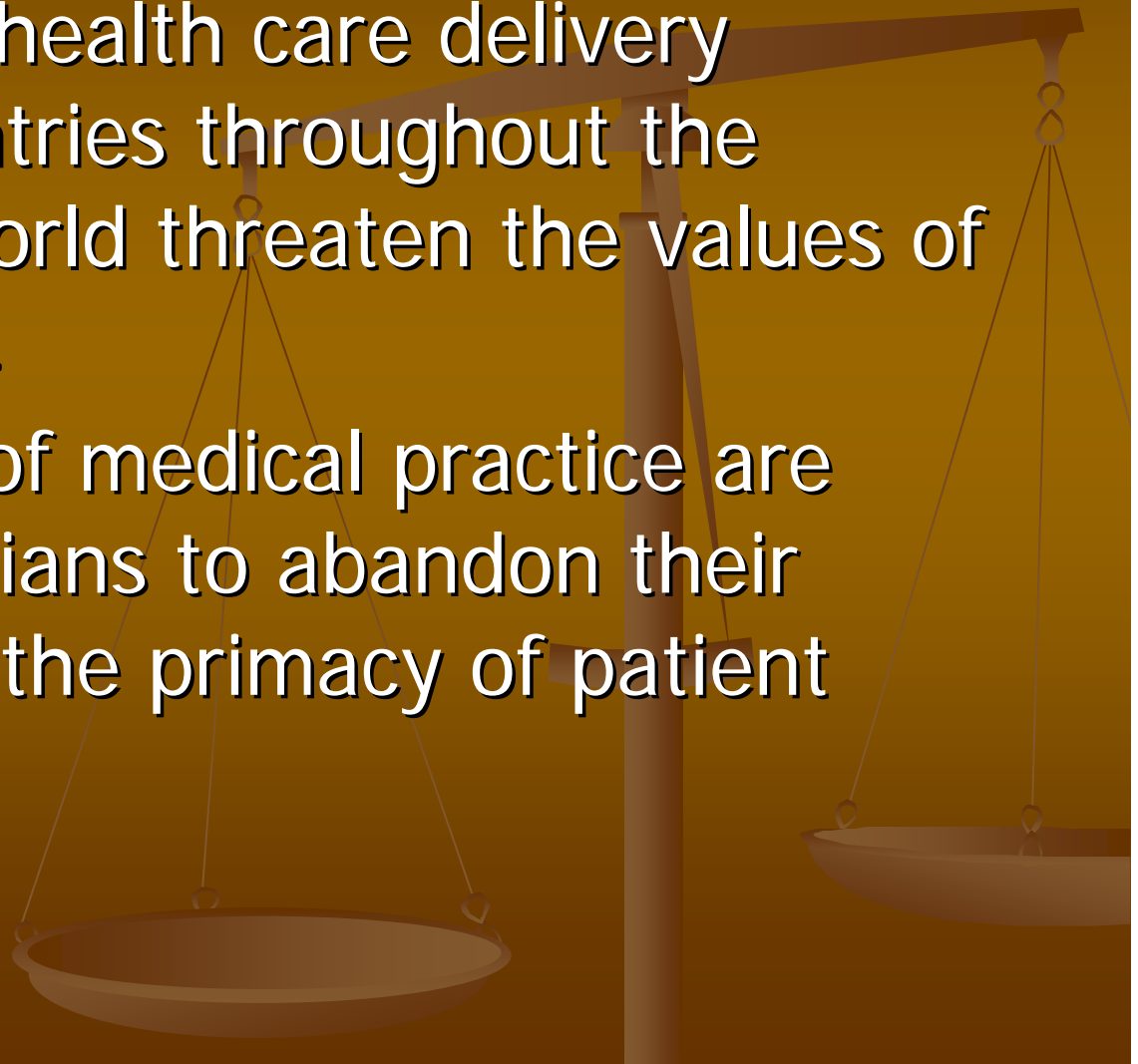
## In the New Millennium: A Physician Charter

- Composed of three fundamental principles and a set of professional responsibilities.
- 2002
  - ABIM Foundation
  - ACP Foundation
  - European Federation of Internal Medicine



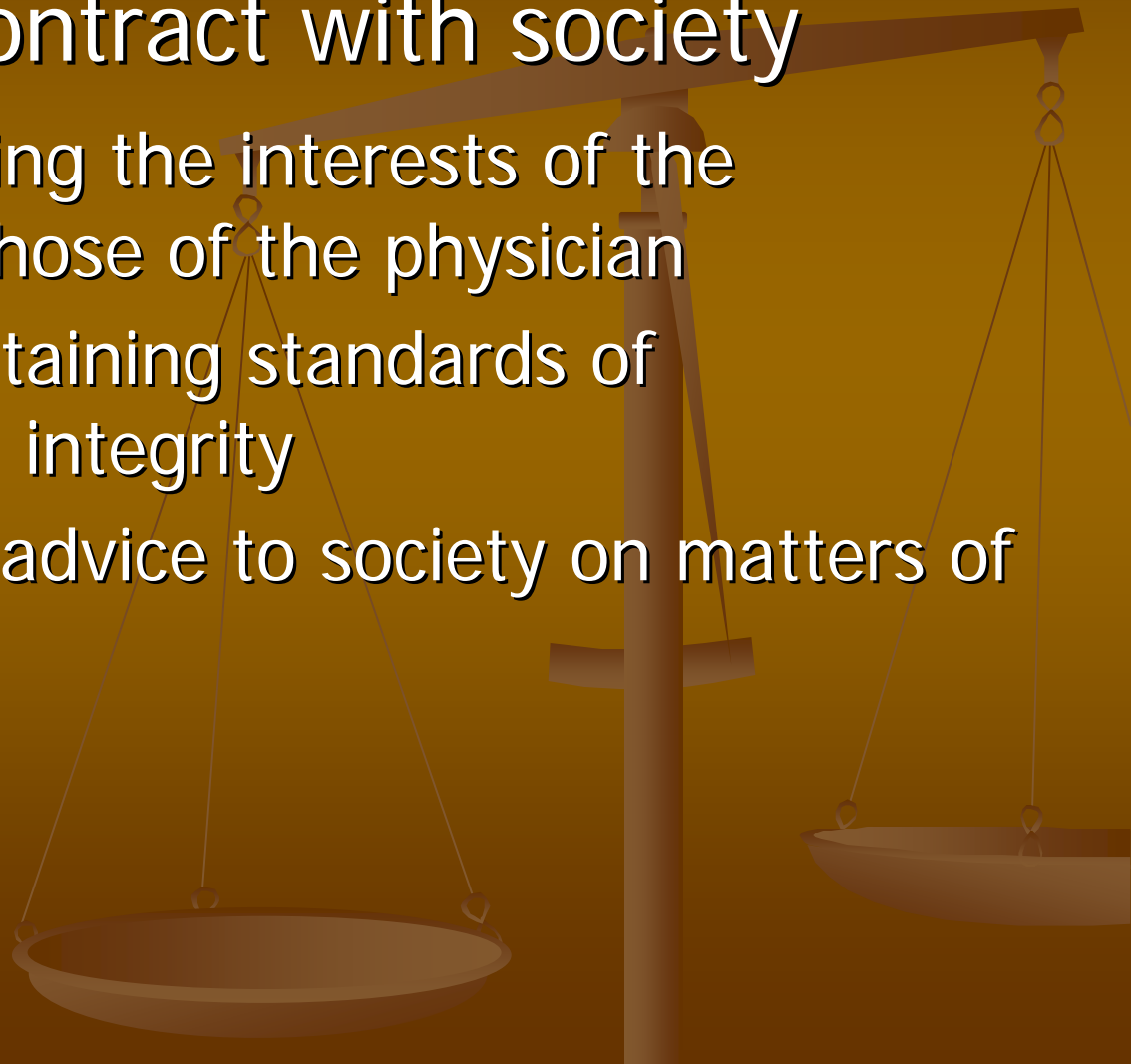
# Underlying Premise

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



# Preamble

- Professionalism is the basis of medicine's contract with society
  1. It demands placing the interests of the patients above those of the physician
  2. Setting and maintaining standards of competence and integrity
  3. Providing expert advice to society on matters of health



# Fundamental Principles

1. Patient Welfare
2. Patient Autonomy
3. Social Justice



# 1. Patient Welfare

- The physician must be altruistic.



## 2. Patient Autonomy

- Allow patients to make informed decisions about their care.



# 3. Social Justice

- Physicians should promote fair distribution of health care resources.



# Ten Professional Responsibilities

## 1. Commitment to professional competence



# Ten Professional Responsibilities

## 2. Commitment to honesty with patients



# Ten Professional Responsibilities

## 3. Commitment to patient confidentiality



# Ten Professional Responsibilities

4. Commitment to maintaining appropriate relations with patients



# Ten Professional Responsibilities

## 5. Commitment to improving quality of care



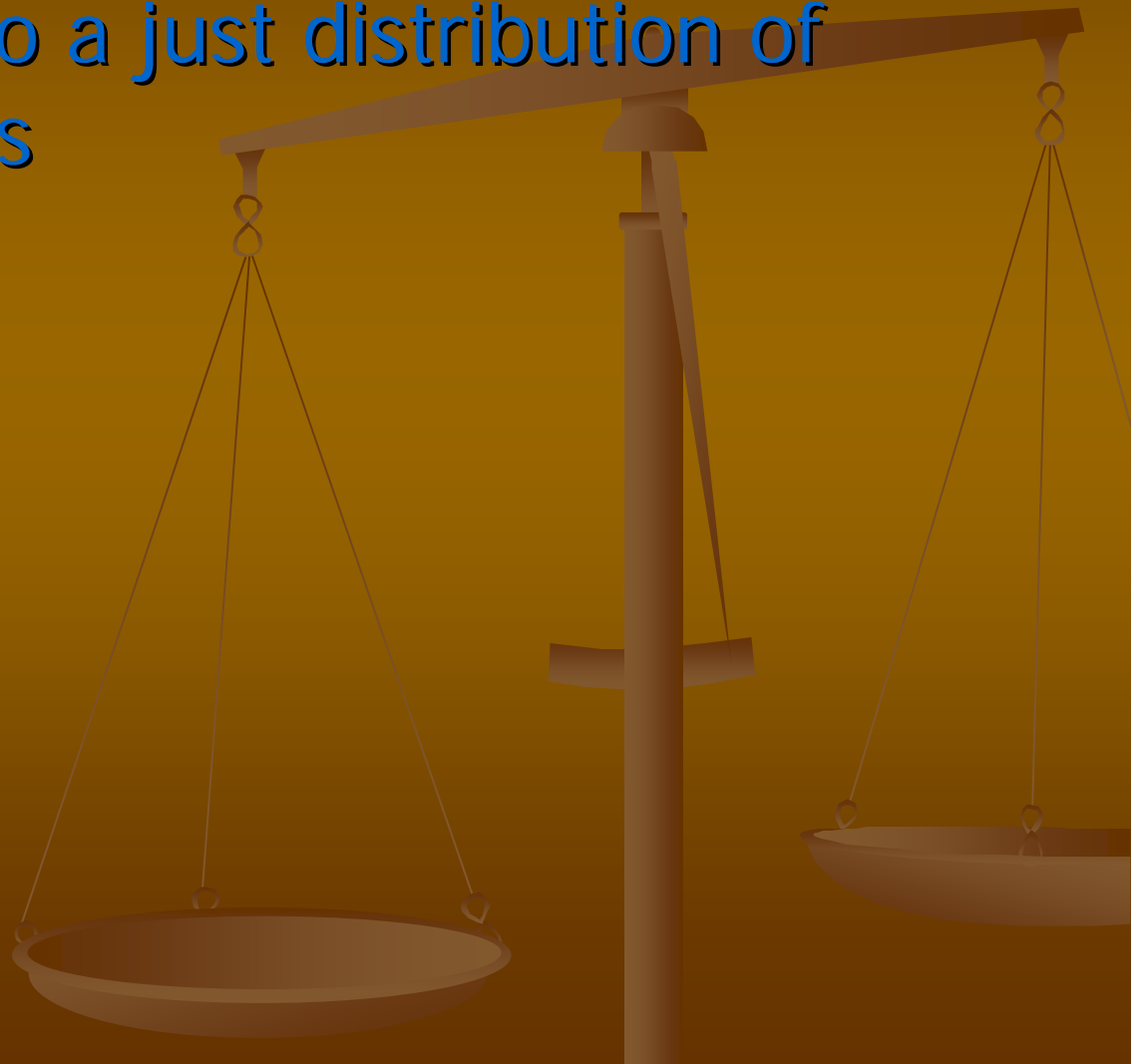
# Ten Professional Responsibilities

## 6. Commitment to improving access to care



# Ten Professional Responsibilities

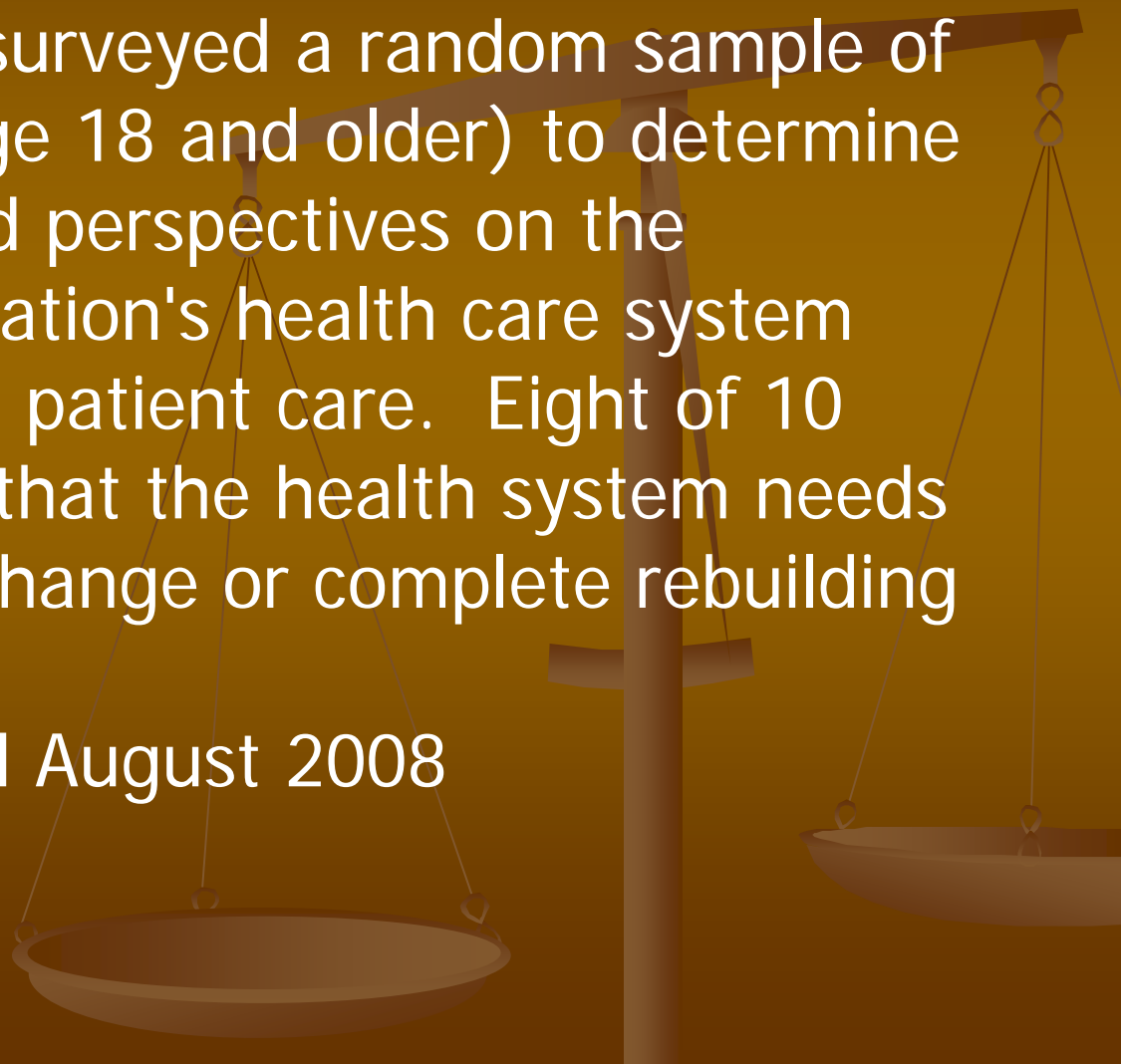
7. Commitment to a just distribution of finite resources



# Public Views on U.S. Health System Organization: A Call for New Directions

- Harris Interactive surveyed a random sample of 1,004 U.S. adults (age 18 and older) to determine their experiences and perspectives on the organization of the nation's health care system and ways to improve patient care. Eight of 10 respondents agreed that the health system needs either fundamental change or complete rebuilding

Commonwealth Fund August 2008



# Ten Professional Responsibilities

## 8. Commitment to scientific knowledge



9. Commitment to maintaining trust by managing conflicts of interest



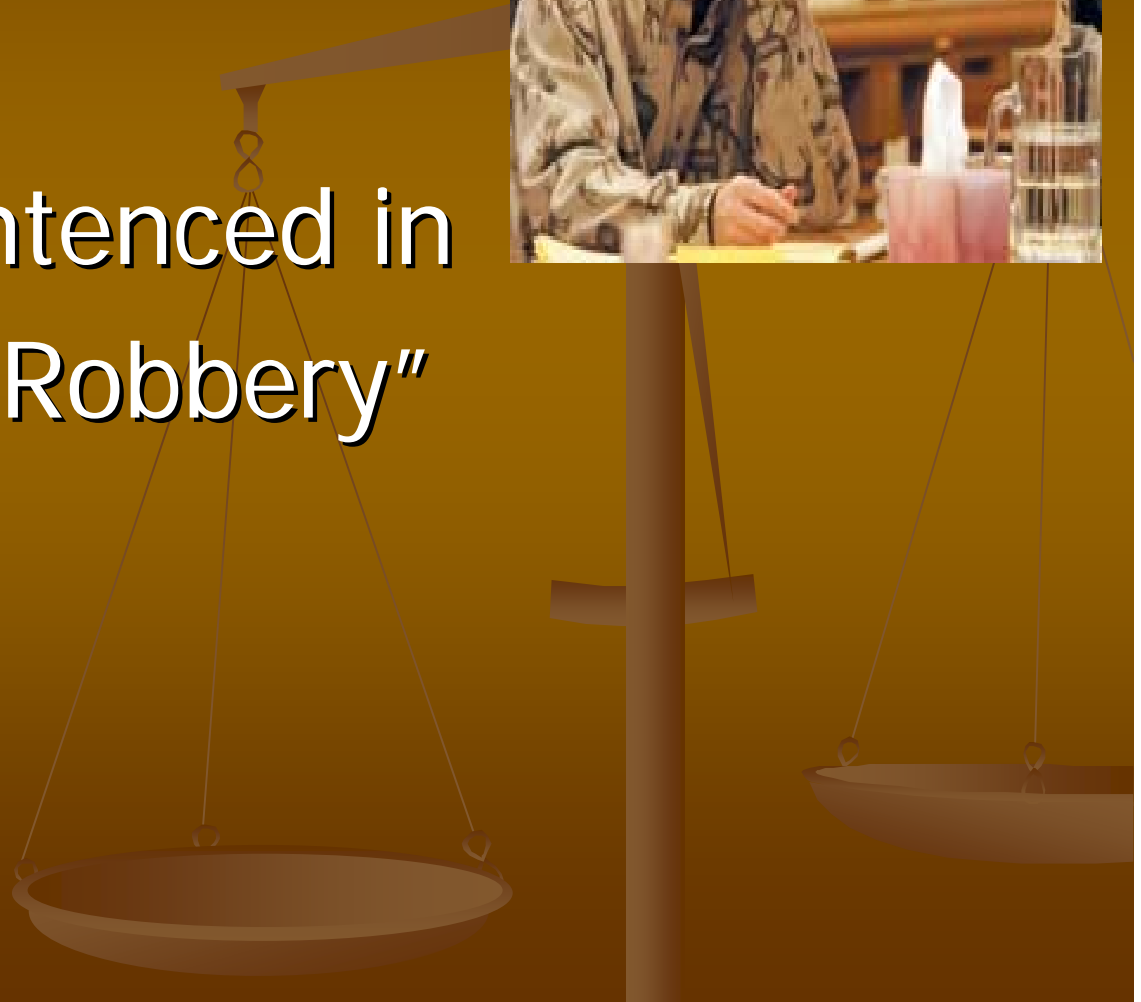
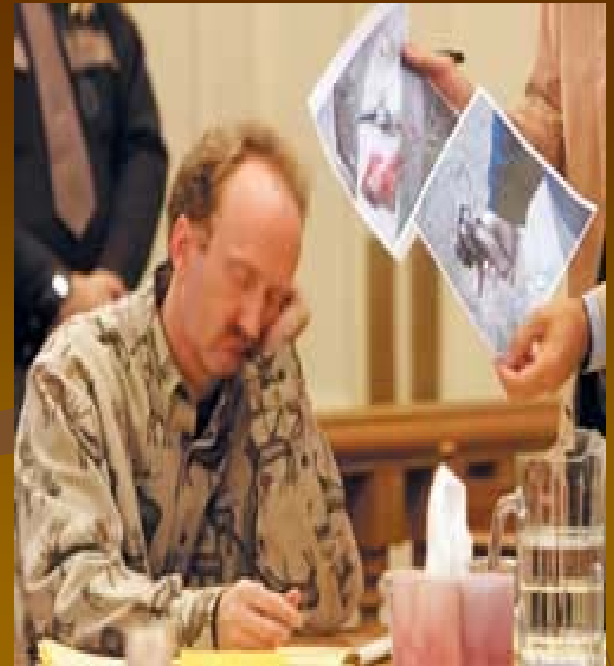
# Ten Professional Responsibilities

10. Commitment to professional responsibilities



“Ennis Doctor  
Sentenced in Mercy  
Killing”

“Bischoff Sentenced in  
Idaho Bank Robbery”

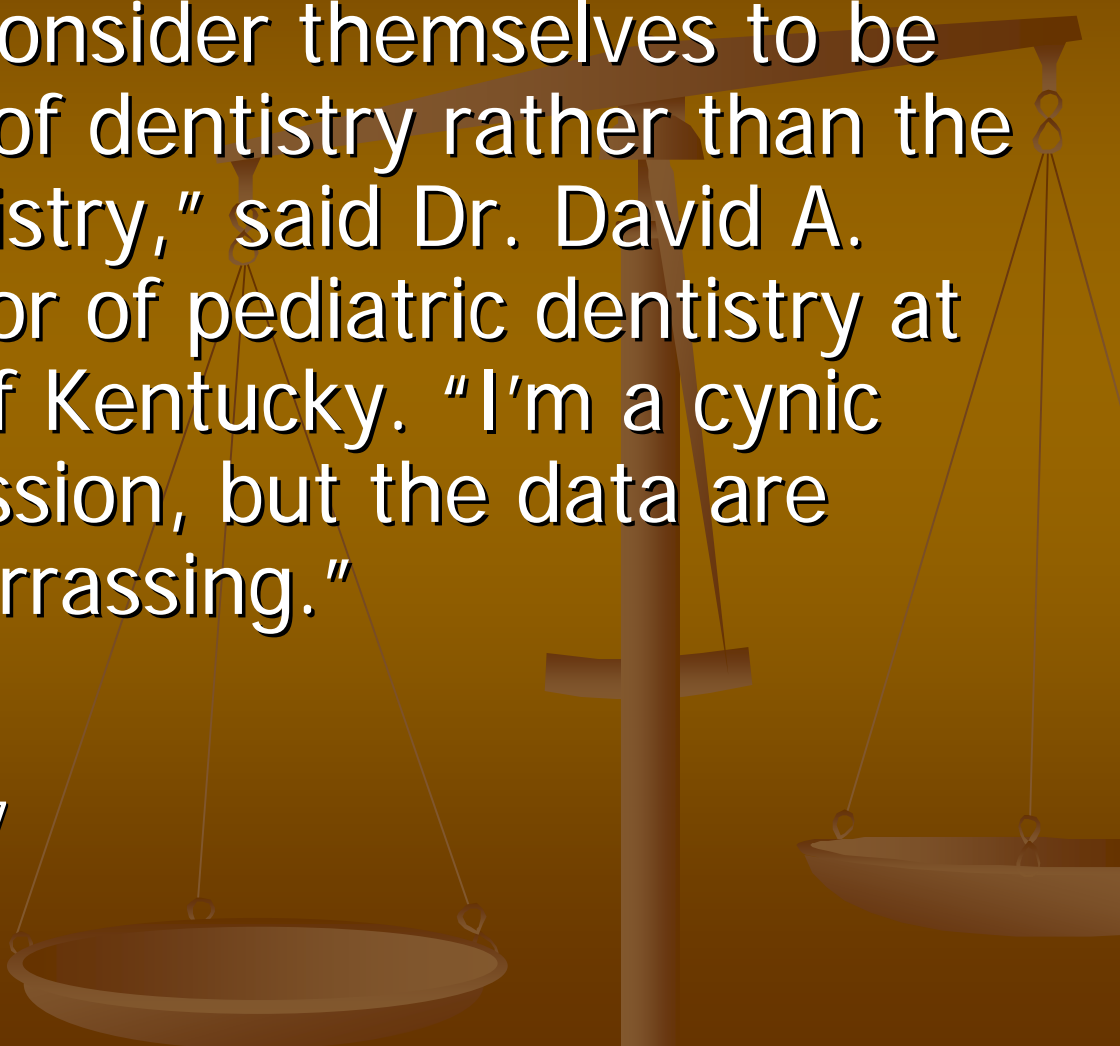


# Professionalism

## ■ Challenges to Professionalism

- Abuse of Power
- Arrogance
- Greed
- Misrepresentation
- Impairment
- Lack of conscientiousness
- Conflict of interest
  - Self referral
  - Acceptance of Gifts
  - Utilization of services

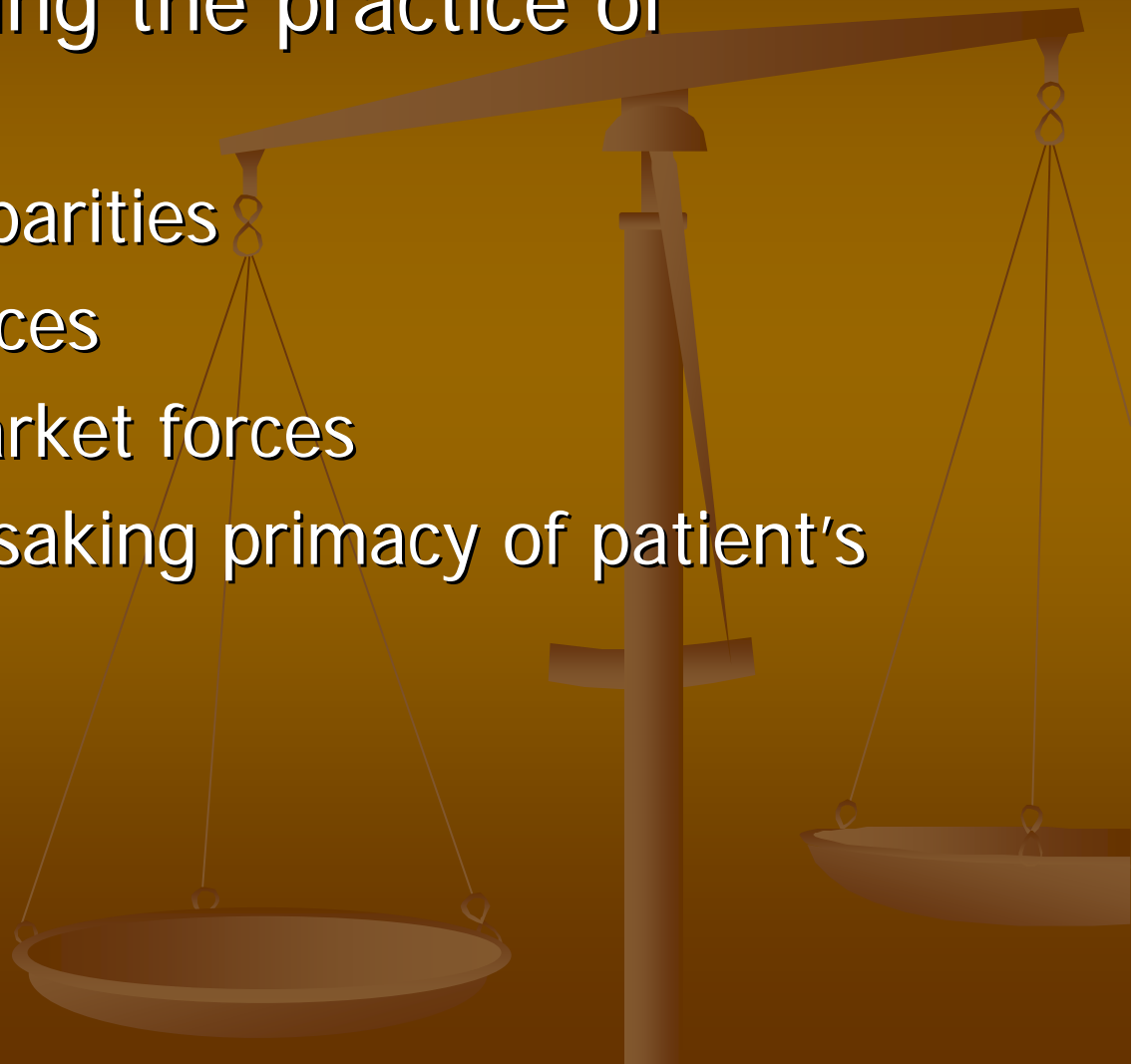


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- “Most dentists consider themselves to be in the **business** of dentistry rather than the **practice** of dentistry,” said Dr. David A. Nash, a professor of pediatric dentistry at the University of Kentucky. “I’m a cynic about my profession, but the data are there. It’s embarrassing.”

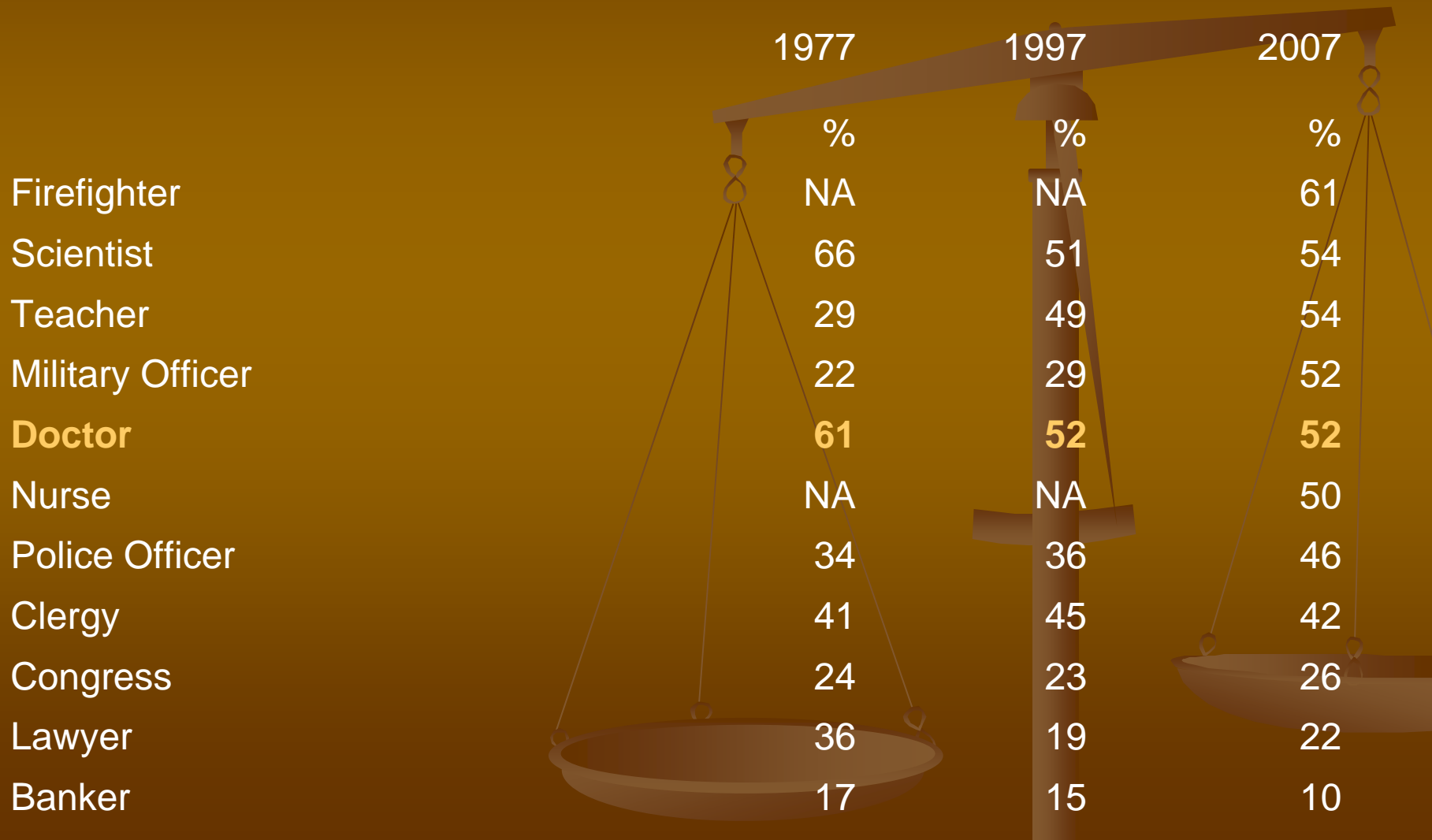
New York Times 10/11/07

# Summary

- Challenges facing the practice of medicine
  - Increasing disparities
  - Limited resources
  - The role of market forces
  - Physician's forsaking primacy of patient's interests



# Most Prestigious Occupations



# Professionalism



“You are in this profession as a calling, not as a business; as a calling which exacts from you at every turn self-sacrifice, devotion, love and tenderness to your fellow-men. Once you get down to purely business level, your influence is gone and the true light of your life is dimmed. You must work in the missionary spirit, with a breadth of charity that raises you far above the petty jealousies of life.”

*Osler 1907*











# British National Health Service

## September 2007: Uniforms and Workwear

- It is poor practice to wear neck-ties (other than **bow-ties**) in any care activity which involves patient contact.
  - Why? Ties are rarely laundered but worn daily. They perform no beneficial function in patient care and have been shown to be colonized by pathogens.
  - No white coats
  - Bare below the elbows
- 