

Professionalism

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1

What is Professionalism?

2

Professionalism is

not simply knowing right from wrong

not simply having the right values or motives

Professionalism is behavior that reflects

our obligations as professionals

our duties as physicians

Professionalism is what we DO every day

3

First Scenario

You're an attending physician in a hospital. Your good friend from high school is scheduled for surgery. He asks you to be in the operating room during his surgery and accompany him to the recovery room. The surgery is now running late and you won't finish before 9PM. You have relatives here from out of town. You've arranged to see them at 7PM. What will you do?

4

Professionalism

[I don't know how to define pornography,
But I know it when I see it.

U.S. Supreme Court Justice Potter Stewart
Jacobellis v. Ohio (1964)

5

Second Scenario

You're a surgeon at a small private hospital. You're assisting a young, talented spine surgeon in the operating room. He boasts to you that his anesthetized patient doesn't really have a clear indication for surgery but she does have very good insurance. You're not sure whether he's serious or just joking around. What will you do?

6

Professionalism

[I don't know how to define pornography,]
But I know it when I see it.

U.S. Supreme Court Justice Potter Stewart
Jacobellis v. Ohio (1964)

Lack of Professionalism

"I know when I don't see it."

7

Third Scenario

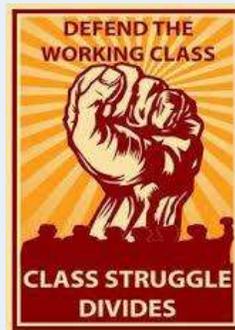
You're an obstetrician working at a small-town hospital. You're relaxing at home, sharing a couple of bottles of wine with your best friend. Just as you finish the second bottle, your pager goes off. A woman in the ED is in labor with significant bleeding and needs to be taken to the OR stat. You're not on call but the hospital can't reach your other colleagues. They ask you to come immediately. What will you do?

8

pro · fes · sion · al · ism

noun

9



10

pro · fes · sion · al · **ism**

noun

behavior that is referred to by the word that ends in the suffix *-ism*

11

pro · fes · sion · al · **ism**

noun

behavior that is like that of a professional

12



13

We judge ourselves by our motives whereas
others judge us by our behavior.

Alcoholics Anonymous

14

pro · fes · sion · al · ism

noun

behavior that is like that of a professional

15

pro · fes · sion · al · ism

noun

a member of a profession

16

pro · fes · sion · al · ism

noun

A vocation (i.e., mission, purpose, calling)

Requires specialized educational training

Purpose is to supply counsel and services to others
for direct and definite compensation

That is wholly apart from the expectation of other
business gains

17

pro · fes · sion · al · ism

noun

Intellectual training that involves knowledge

Work that is pursued primarily for others

Success measured by more than financial terms

– U.S. Supreme Court Justice Louis Brandeis
(1925)

18



19

pro · fes · sion · al · ism

noun

Concept used by society to organize the
delivery of complex services

e.g., divinity, medicine, law, engineering

An implied “social contract”

20

Implied Social Contract

Profession

Fulfill professional role
 Guarantee competence
 Accountable
 Moral integrity
 Serve altruistically
 Promote the public good

Society

Monopoly
 Autonomy
 Allow Self-regulation
 Provide adequate resources
 Give trust & respect
 Accord status in society

21

pro · fes · sion · al · ism

Status of our Profession:

an implied “social contract”
 constantly evolving and being renegotiated
 continually needs to be earned by fulfilling society’s
 expectations of us

22

Profession Has High Status

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.

William Osler

23

Profession Has Low Status

Doctors are men who prescribe medicines
of which they know little,
for diseases about which they understand less,
for people about whom they know nothing.

Voltaire

24

Fourth Scenario

You are an internist at a large hospital in Los Angeles. Your friend, who is also an internist, works at the same hospital. Today, he was told that seven patients and three nurses at the hospital have been diagnosed with a new more deadly strain of COVID-19. They are to be quarantined on his ward at the hospital. He is asking you and the other internists to switch assignments with him so he doesn't have to be exposed to the quarantined patients. He tells you he is doing this because he believes he has an obligation to protect his pregnant wife, his future child, and himself from being infected with the virus. What do you do?

25

Professionalism is BEHAVIOR

“Social Contract”

- ❖ Competence
- ❖ Accountable
- ❖ Moral Integrity
- ❖ Promote public good

- ❖ Specialized training
- ❖ Motivated by a desire to help others
- ❖ Quest for success that is measured by more than just financial terms

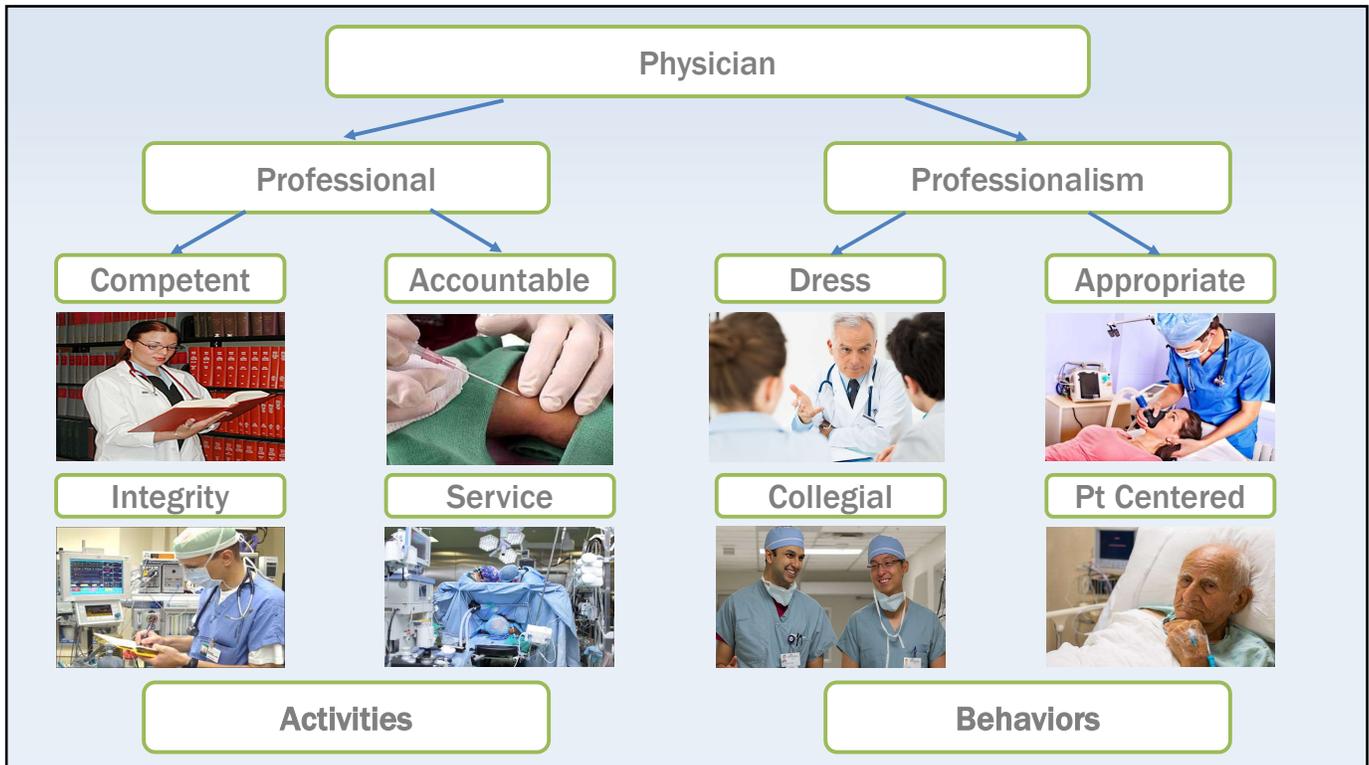
26

What's the difference between being a professional
and professionalism?

27



28



29

Fifth Scenario

You are a cardiac anesthesiologist. After a difficult surgery, the patient does not survive. The surgeon blames himself, but you suddenly realize you gave a drug that directly caused her death.

What will you do?

30

But we're not just professionals, we are healers

Socrates:

Tell me: is a doctor in the precise sense ...
a money-maker or someone who treats the sick?
Tell me about the one who is really a doctor.”

Thrasymachus:

He is the one who treats the sick.

Plato, *The Republic* (400 B.C.)

31

Definition of Professionalism must include both our
role as professional & our role as healer



Because our Primary Role is that of
Healer

32

Our Obligations as Healer

I swear by the god Apollo, the doctor, the god Aesculapius, the goddess Panacea and Hygeia, [...] I will apply treatment in order to help my patients according to my power and ability and abstain from whatever is deleterious. [...] into whatever houses I enter I will go into them to help the sick and will abstain from any voluntary act of mischief and corruption [...].

Hippocrates (460 B.C. - 380 B.C.)

33

Our Role as Healer and as Professional

Hippocratic Oath - 4th Cent. B.C.

Universal Declaration of Human Rights - 1948

New Hippocratic Oath - 1966

Declaration of Alma Ata - 1978

Declaration of Helsinki - 1964 (7 revisions)

Millennium Development Goals - 2000

Physician Charter on Professionalism - 2002

34



35

TODAY, in the presence of family, friends, teachers, and colleagues, I dedicate myself to the profession of Medicine.



36

I PLEDGE MYSELF to the
service of humanity.

I will use my skills to care for
all in need, without bias and
with openness of spirit.



37

THE HEALTH OF MY PATIENTS
will be my first concern.

I vow to hold sacred the bond
between doctor and patient.



38

I WILL HOLD IN CONFIDENCE
all that my patients entrust to
me. I will strive to alleviate
suffering. I will respect the
dignity and autonomy of my
patients in living and dying.



39

I RECOGNIZE MY DUTY to
society. I will work to promote
health and prevent disease. I
will advocate for the welfare
of my community.



40

EVEN UNDER DURESS, I WILL NOT use my knowledge or my skills against humanity.



41

I will acknowledge my limitations and mistakes to that I may learn from them. To uphold these responsibilities, I will maintain my own well-being and the well-being of those close to me.



42

I WILL PROMOTE the integrity of the practice of Medicine. In the tradition of my chosen profession, I honor all who teach me this Art.



43

THROUGH HONEST and respectful collaboration with my colleagues, I will seek new knowledge, reexamine ideas and practices of the past, and teach what I have learned.



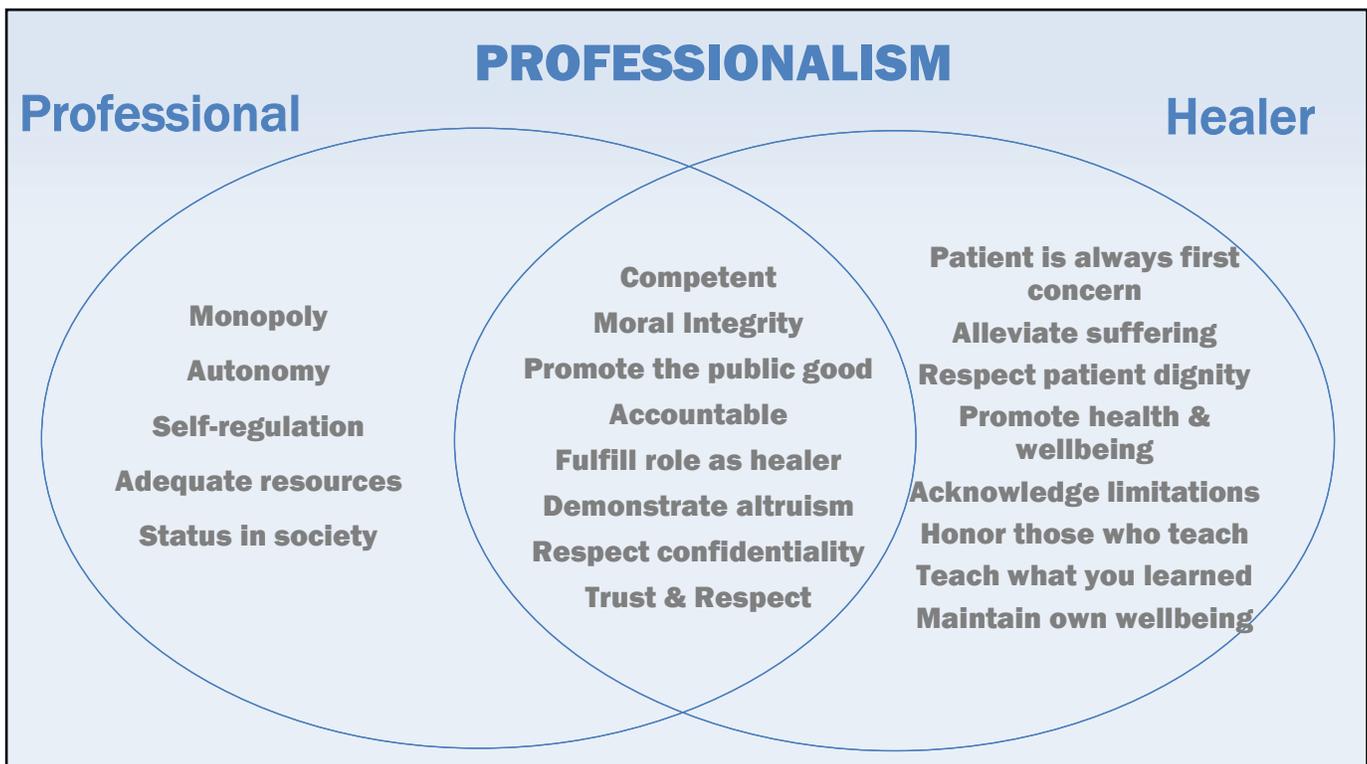
44

ABOVE ALL, THE HEALTH
OF MY PATIENT will be my
first concern.

THIS OATH I TAKE FREELY
and upon my honor.



45



46



Professionalism is BEHAVIOR

“Social Contract”

- ❖ Competence
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- ❖ Specialized training
- ❖ Motivated by a desire to help others
- ❖ Quest for success that is measured by more than just financial terms

47



Professionalism is BEHAVIOR
that acknowledges our duties
as both healers & professionals

<p>Monopoly</p> <p>Autonomy</p> <p>Self-regulation</p> <p>Adequate resources</p> <p>Status in society</p>	<p>Competent</p> <p>Moral Integrity</p> <p>Promote the public good</p> <p>Accountable</p> <p>Fulfill role as healer</p> <p>Demonstrate altruism</p> <p>Respect confidentiality</p> <p>Trust & Respect</p>	<p>Patient is always first concern</p> <p>Alleviate suffering</p> <p>Respect patient dignity</p> <p>Promote health & Wellbeing</p> <p>Acknowledge limitations</p> <p>Maintain own wellbeing</p> <p>Honor those who teach</p> <p>Teach what you learned</p>
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48

Conclusion

Professionalism for physicians is NOT:

simply knowing right from wrong

simply having the right values

Professionalism for us is:

behavior that reflects our obligation to patients and to society as both healers and professionals

behavior that we manifest at work every day

49

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50