

Public and Peer Expectations for Professional Values

Personal and Professional
Development Domain

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CORE Faculty Development

Learning Objectives

- Participants will be able to define what professionalism is and discuss why it is important as a faculty development topic.
- Participants will be able to analyze vignettes/case studies focusing on professionalism.

Professionalism - Residents

Residents must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.
(ACGME Outcome Project, 1999)

Professionalism - Physicians

- Professionalism represents the consummate demeanor of physicians in their caring for patients and includes conducting themselves in an ethical and moral manner, investing the patients in their own care, maintaining their patient's health, applying the latest advances of the sciences of medicine by initiating appropriate and compassionate treatment, and being a friendly confidant to the patient in the good times and bad. (Mufson, 1997)

Professionalism - Physicians

- *Professionalism is the basis of medicine's contract with society.* It demands placing the interests of patients above those of the physician, setting and maintaining standards of competence and integrity, and providing expert advice to society on matters of health. The principles and responsibilities of medical professionalism must be clearly understood by both the profession and society. Essential to this contract is public trust in physicians, which depends on the integrity of both individual physicians and the whole profession. (ABIM Medical Professionalism Project)

3 Fundamental Principles of Professionalism

- Primacy of patient welfare
- Patient autonomy
- Social justice

Professional Responsibilities



Commitment to Professional Competence

- Lifelong professional development
- Maintenance of competence

Commitment to Honesty with Patients

- Inform patients completely and honestly before and after treatment
- Empower patients to participate in decisions affecting their health
- Disclose fully and promptly all medical errors

Commitment to Patient Confidentiality

- Adhere to all safeguards governing the disclosure of patient information
- Disclose confidential information only when considerations of public interest override the interests of privacy

Commitment to Maintaining Appropriate Relations with Patients

- Recognize inherent vulnerability and dependency of patients
- Never exploit patients for sexual advantage, personal financial gain, or other private purpose

Commitment to Scientific Knowledge

- Uphold scientific standards
- Promote research to create new knowledge
- Ensure appropriate use of scientific information

Commitment to Professional Responsibilities

- Participate in the processes of self-regulation
- Assist in establishing educational and standard-setting activities
- Accept external scrutiny of professional performance

Commitment to Improving Quality of Care

- Work collaboratively to:
 - Reduce medical error
 - Increase patient safety
 - Minimize overuse
 - Optimize outcomes of care
- Help develop and implement better measures of quality health care

Commitment to Improving Access to Health Care

- Strive to reduce barriers to equitable health care
- Promote the health of the public without concern for self-interest

Commitment to a Just Distribution of Resources

- Base individual patient care decisions on cost-effective management of limited resources
- Work collaboratively to develop clinical guidelines
- Scrupulously avoid superfluous tests and procedures

Maintain Trust by Managing Conflicts of Interest

- Recognize the existence of many opportunities to pursue private gain
- Prepare to resist temptation
- Disclose all conflicts of interest involving professional activities.

Professionalism – Vignettes/Case Studies

- Refer to vignette sheet

Professionalism - Reflection

- What are the principles and values of the osteopathic profession?
- How do we impart these ideals of the profession?