

# Reactions

Some Things I Heard Yesterday

# Issues in GME

Education vs. Service

Supervision

Disconnect with the Nation's Needs

Kenneth Ludmerer

“How do we defend two standards of *GME*?”

Kendall Reed

**"They teach over there."**

**William Strampel**

"Put patients first."

Jim McGovern

"Meeting the needs of the nation"

We are more than OMT;  
We treat the whole patient.

John Gimpel

**“Train the best doctors possible.”**

**Bruce Dubin**

## Quality of GME:

“Measure the improvement  
in the outcomes of the patients  
graduates treat”

Michael Oipari

**"We are facing a financial meltdown  
in healthcare."**

**Larry Fields**

“How much of this can you believe?”

Retail Health Clinics  
Nonphysician Providers

We need subspecialties  
to preserve the profession.

James Dearing

"If we have something better  
we should share it."

A Questioner

**Money is trumping policy.**

**Karen Fisher**

Is there any mystery like  
who you finally turn out to be?

You Must Remember This  
Joyce Carol Oates

*A Poem*

## The Journey

*One day you finally knew  
what you had to do, and began,  
though the voices around you  
kept shouting  
their bad advice-  
though the whole house  
began to tumble  
and you felt the old tug at your ankles.  
"Mend my life!"  
each voice cried.  
but you didn't stop.  
You knew what you had to do.*

## The Journey (cont.)

*...little by little,  
As you left their voices behind,  
The stars began to burn  
Through sheets of clouds,  
And there was a new voice  
Which you slowly  
Recognized as your own,  
That kept you company  
As you strode deeper and deeper  
Into the world,  
Determined to do  
The only thing you could do-  
Determined to save  
The only life you could save.*

*Mary Oliver*

Residency is an intense experience.

## The Task...

Substance is enduring; form is ephemeral.  
Preserve substance; modify form; know the  
difference.

Dee Hock

## The Tasks...

How can we be both faithful and effective trustees of the values the osteopathic profession offers society?

...and how can we prepare the next generation of doctors to be faithful and effective?

As We Consider the Journey...  
Think about Organizations:

*As they were*

*As they are*

*As they might become*

*As they ought to be*

*Dee Hock*

*A disturbing story...*

# Parker Palmer's Question

Who is the moral agent of the story?

# Parker Palmer's Next Question

What if residents were expected to be the moral agents of the institutions in which they work and learn?

# Professionalism

How do we preserve and nurture authentic, human, and moral reflexes in our young learners?

# The Language of Professionalism

# An Hasidic Tale...

Disciple to Rebbe

"Why does the Torah tell us to '...place these words upon your hearts'? Why does it not tell us to place these words in our hearts?"

# An Hasidic Tale...

## Rebbe to Disciple

"It is because as we are, our hearts are closed, and we cannot place the holy words in our hearts. So we place them on top of our hearts. And there they stay until, one day, the heart breaks and the words fall in."

The Task...

...is to really see and to act accordingly.

# The Context for Healthcare Work

Frenzy

There is a pervasive form of modern violence to which the idealist ... most easily succumbs: activism and overwork. The rush and pressure of modern life are a form, perhaps the most common form of its innate violence.

To allow oneself to be carried away by a multitude of conflicting concerns, to surrender to too many demands, to commit oneself to too many projects, to want to help everyone in everything is to succumb to violence.

The frenzy of the activist neutralizes his (or her) work ... It destroys the fruitfulness of his (or her) work, because it kills the root of inner wisdom which makes the work fruitful.

*Thomas Merton*

*From frenzy to wisdom...*

*...as individuals and as a profession*

# *A Journey to Authenticity...*

*...it begins as an inner journey*

# The Journey to Authenticity Values - From the Inside Out

## Individual Values

- Unconditional imperative - Karl Jaspers
- A command of my authentic self to my mere empirical self; defines who I am; timeless

## Professional Values

- Shared assumptions
- Foundation for action

*Working with Nature:*  
Three Faculties and Their Objects

Intellect - seeks Truth

Will - seeks Goodness

Imagination - seeks Beauty

# Human Faculties and the Work of Medicine

## Intellect

Discerns the truth

## Will

Makes good clinical judgments

## Imagination

Does so with harmony, creativity and beauty

# Primary Values in Medicine with which to Arm Oneself

## Integrity

Discerning and telling the truth

## Altruism

Putting what is good for the patient before what is good for the doctor

## Practical wisdom (Prudence)

Beauty in judgment

**Arete: Integrating all the virtues to excellence**

**Arete: Excellence**  
*Integrated Virtue in Action*

The quality of patient care, the quality of health professional formation, and the quality of system performance are inextricably linked.

# A Gift

Just when you seem to  
yourself  
nothing but a flimsy web  
of questions, you are given  
the questions of others to hold  
in the emptiness of your  
hands,  
songbird eggs that can still  
hatch  
if you keep them warm,

butterflies opening and closing themselves  
in your cupped palms, trusting you not to injure  
their scintillant fur, their dust.  
you are given the questions of others  
as if they were answers  
to all you ask. Yes, perhaps  
this gift is your answer.

Denise Levertov  
Sands of the Well

Values are enduring; rules are  
ephemeral; preserve values; modify  
rules; know the difference

Dee Hock Modified

Community leads to clarity; clarity  
leads to courage

To Teach is to create a Space in  
which obedience to truth is  
practiced.

Abba Felix

To Teach/Learn/Lead is to create  
a Space/Community in which  
obedience to truth is practiced.

Abba Felix