

2015 BOC Athletic Trainer Regulatory Conference



Professional Ethics: *A Five Minds for the Future* Perspective

Kimberly S. Peer, EdD, ATC, FNATA

Associate Professor, Kent State University

Graduate Faculty, Northeast Ohio Medical University

Editor-in-Chief, Athletic Training Education Journal





- Ways of thinking and acting
- Critical for success in the changing world
- Intellect and Character



- **Cognitive Sphere**
 - Disciplined Mind
 - Synthesizing Mind
 - Creating Mind
- **Human Relations Sphere**
 - Respectful Mind
 - Ethical Mind





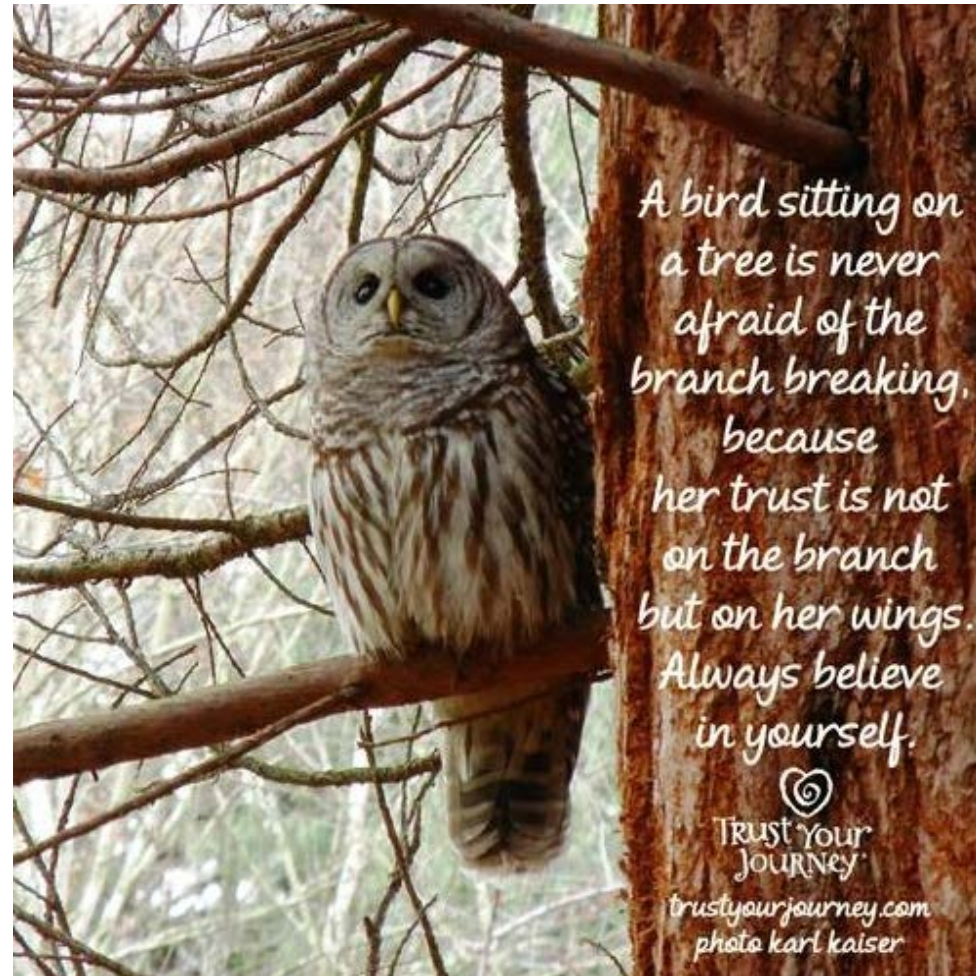
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DISCIPLINED MIND

**“Mastery...that
characterizes a specific
scholarly discipline,
craft, or profession”**

It takes a decade...

**Lifelong learning and
Multi-disciplinary**





“...the mind that can survey a wide range of sources, decide what is important and worth paying attention to, then put this together in ways that make sense to oneself and, ultimately, to others as well.”



CREATING MIND

Capacity to uncover
and clarify new
problems, questions,
and phenomena

Knowledge,
personality, and
temperament

Take risk failure, and
try again



RESPECTFUL MIND

Awareness of and appreciation
for differences

Seeking to understand and work
with those who are different

Threatened by intolerance,
ignorance, and prejudice





THE ETHICAL MIND

Ponders the nature of one's work as well as needs and desires of the society



We are responsible not only for what we do but for what we don't do. - Jean-Baptiste Molie`re



Professional Discovery

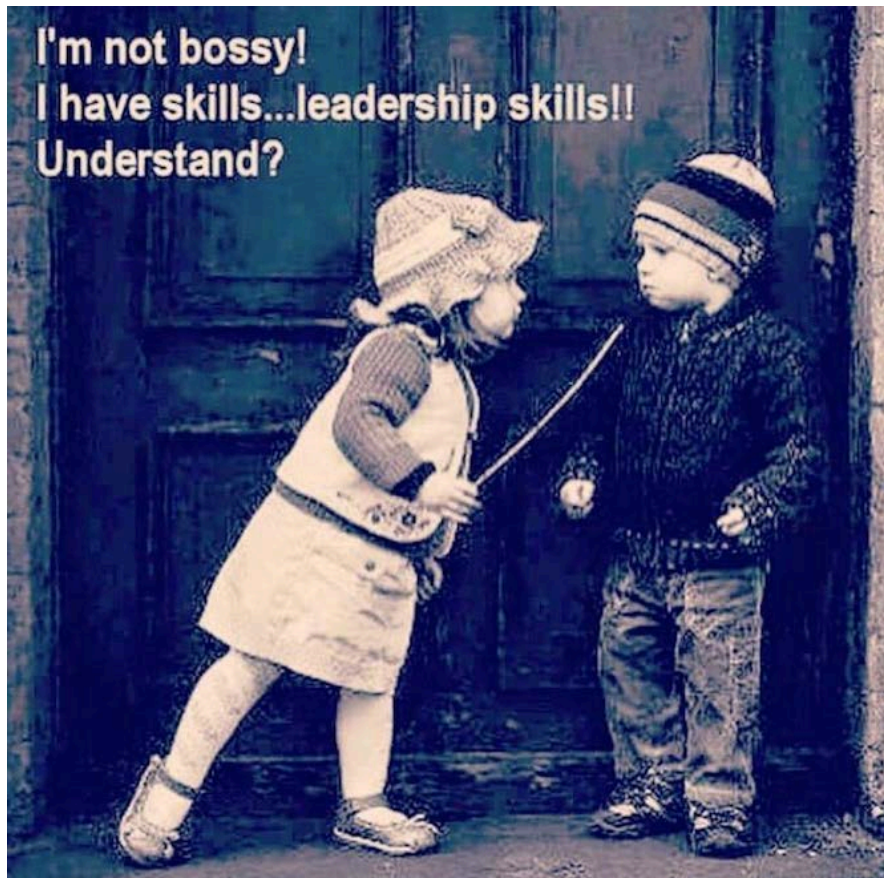
- Professional Role
- Professional Values & HC Principles

Self-Discovery

- Personal Values
- Behaviors & Decisions

Organizational Discovery

- Organizational Culture
- Moral Theory related to Patient Care



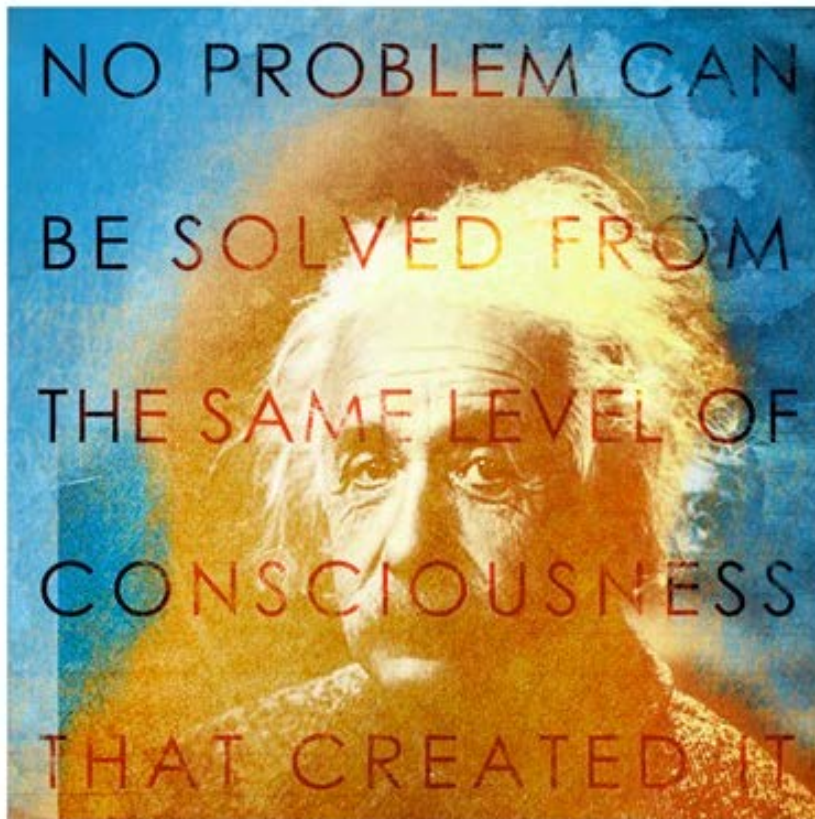
Moral Courage

“In matters of principle,
stand like a rock. In
matters of preference, go
with the flow”

Thomas Jefferson



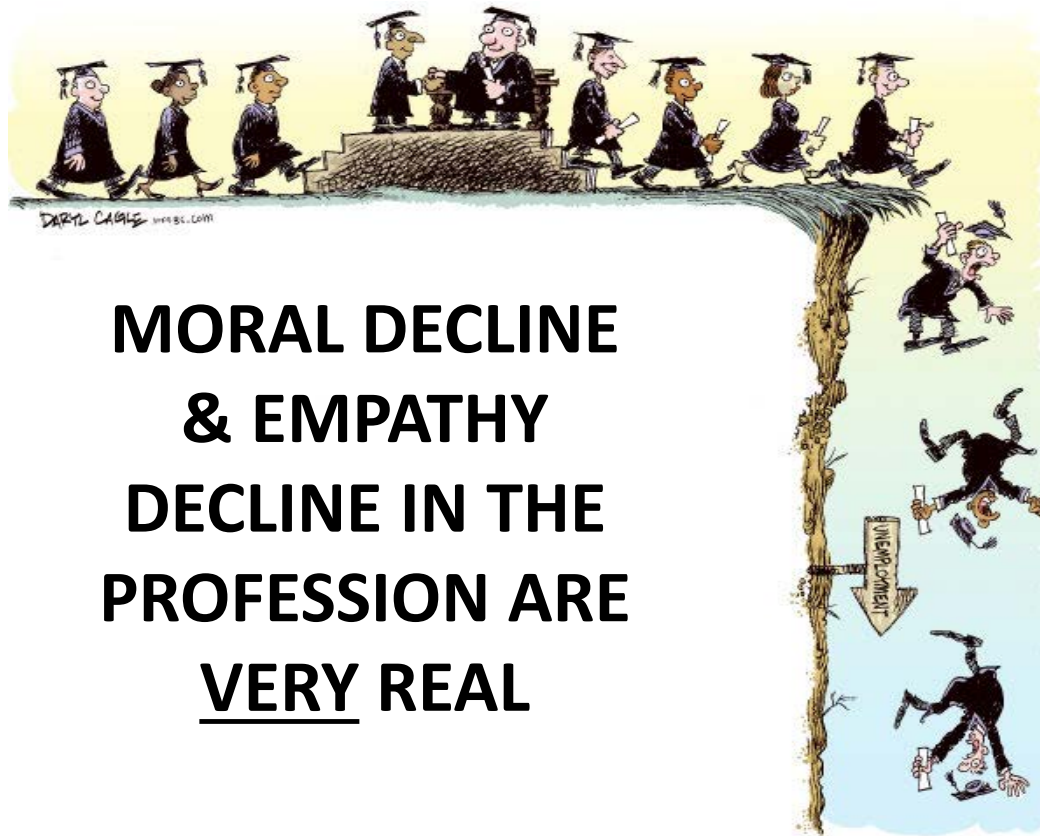
- **Greater confidence in principles than personalities**
- **High tolerance for ambiguity, exposure and personal loss**
- **Acceptance of deferred gratification**
- **Independence of thought**
- **Determination and persistence**



We cannot continue to do
think the same way we
have in the past and
survive in this competitive
health care market!



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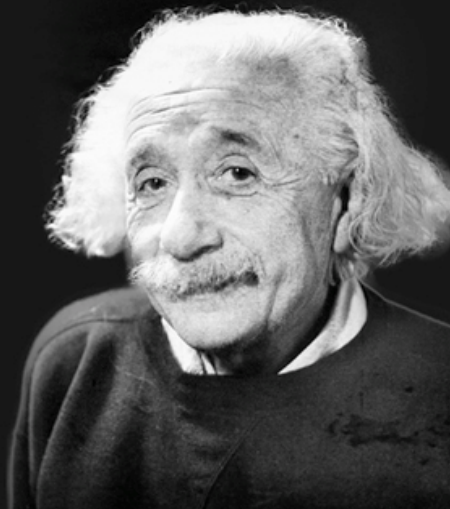


**MORAL DECLINE
& EMPATHY
DECLINE IN THE
PROFESSION ARE
VERY REAL**



Insanity: doing the
same thing over
and over again and
expecting different
results.

ALBERT EINSTEIN



Having a framework for
discussing ethical cases is
critical

Comfortable with
perceptual differences
and ambiguity



BOC Standards of
Professional Practice

NATA Code of Ethics

State Regulatory
Statutes and Rules

Legal Unethical	Legal Ethical
Illegal Unethical	Illegal Ethical



BEAUTIFUL YET
DANGEROUS

POWERFUL WITH A
PROFOUND IMPACT



- *“Discovery consists of looking at the same thing as everyone else and thinking something different”*

- *A-Szent-Gyorgyi*

*Case Analysis is Complex,
Multi-Dimensional and Reflective*



ROUNDTABLE DISCUSSION

Read the Case

Determine if there are violations of SPP, COE or State Regulation

Determine options (Risks, Exposure, Consequences)

Determine outcome

Debrief





Case Deliberation: Cultural Difference or Not?

Each year during the Jewish holidays, your colleague is fully excused from work duties due to the observation of religious practices. You and your colleagues must cover her sports in her absence which extends your work day considerably. The colleague states that she is grateful to have that time away even though she is not a devout observer of her religious practices. She has said it provides a nice break from her hectic schedule.



Case Deliberation: Legal but Unethical or Not?

You have been experiencing considerable LBP due to degenerative conditions in your spine. You are taking increasing doses of prescribed pain medications to manage your pain. At times, you notice that you are a bit confused and have had some confusion when presenting patient cases to physicians at post-treatment re-evaluation meetings. Your colleagues have addressed some of their concerns about your inadvertent lapses in record-keeping details. You feel you are able to practice effectively.



Case Deliberation: Standing up when everyone else chooses to sit...

As an athletic trainer in the high school setting, you notice a large proportion of supplies allotted for the highly successful football program. You have expressed concerns before but the AD tells you that it has always been this way. The other coaches are upset that their athletes have nominal access to supplies but are afraid to complain for fear of retaliation from the AD. You choose to take it to the school board.



Case Deliberation: But I have no support...

As a PD, you are informed of inappropriate behavior of one of your Graduate Assistants who is under contract with a local community college. You ask the GA if she was inappropriate with the student, she confirms.

When you report to your superiors that you must report, you are **strongly** discouraged to do so as it will bring negative repercussions on your program. You are torn as you know you are obliged to report to the state licensing board and/or BOC.



Case Deliberation: But there are so many “right” options...

You are working for a clinic where the top 5 reimbursable codes for each provider are listed on a “pocket card” for clinicians to “consider” when they design treatment protocols. Each month, the clinicians are provided a summary of billable and reimbursable charges and are provided financial incentives for top reimbursable numbers. Clinicians are not “required” to bill the top 5 codes. The only charges being billed are truly for services provided to each patient.

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Take home message

NO ONE SAID
IT WAS GOING
TO BE EASY!!!



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Thank You

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kpeer@kent.edu