

Kern National Network for Caring and Character in Medicine

Key Frameworks in Creating a Movement to Advance Caring and Character Toward Human Flourishing

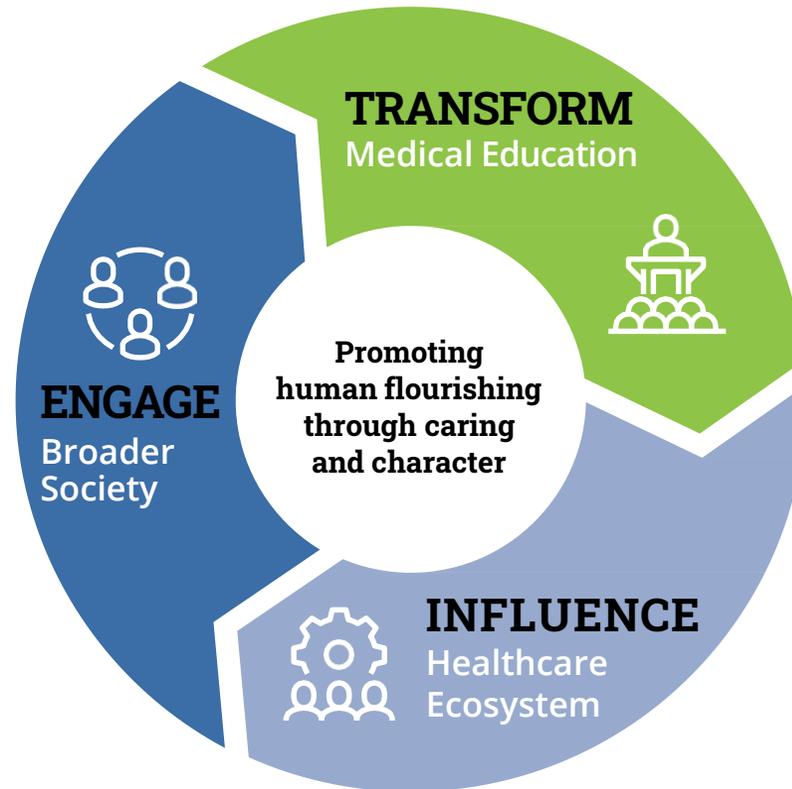


KERN NATIONAL NETWORK
FOR CARING & CHARACTER IN MEDICINE

KNN Overarching Strategic Framework

FIVE NATIONAL STRATEGIES

- ➔ Create Partnerships Across Health and Social Ecosystems
- ➔ Develop Future Leaders
- ➔ Bridge Across Differences
- ➔ Conduct and Disseminate Scholarship
- ➔ Effect Change in Systems and Policies



INNOVATIONS WITHIN AND COLLABORATIONS ACROSS MEDICAL SCHOOLS

Advance culture and systems change to integrate caring and character

- ➔ Empower Learners
- ➔ Develop Faculty Leaders
- ➔ Transform Learning Environments

The Kern National Network Founding Members



The University of Texas at Austin
Dell Medical School



Dartmouth
GEISEL SCHOOL OF
MEDICINE



MCW
MEDICAL SCHOOL



School of
Medicine



School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN-MADISON

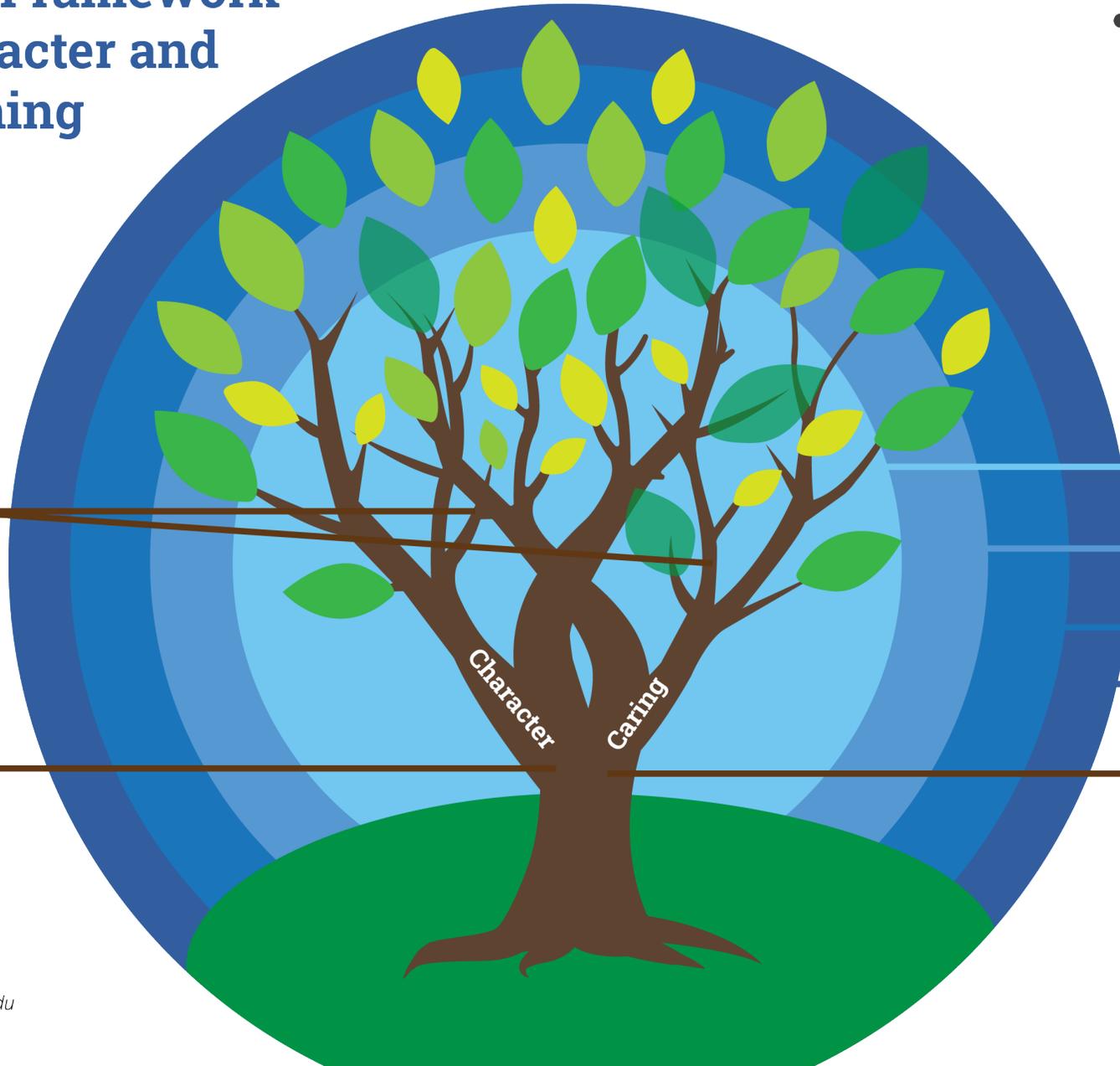


SCHOOL OF MEDICINE
VANDERBILT UNIVERSITY

KNN Integrated Framework for Caring, Character and Human Flourishing

Rev. 5/15/22

Corresponding references available in appendix



Practical Wisdom

Using acquired experience to discern the right way to do the right thing in a particular circumstance, with a particular person, at a particular time.²

Character

A constellation of characteristics—moral, civic, intellectual and performance—formed over time and manifest in dispositions and practices.³

Human Flourishing

Human flourishing refers to a wholeness—of being and doing, of realizing one’s potential and helping others do the same. It can be measured across the domains of happiness; life satisfaction; physical and mental health; meaning and relationships, and is most commonly achieved through pathways of family, work, education and spiritual community.¹

Individuals

Medical and Other Health Professions Education

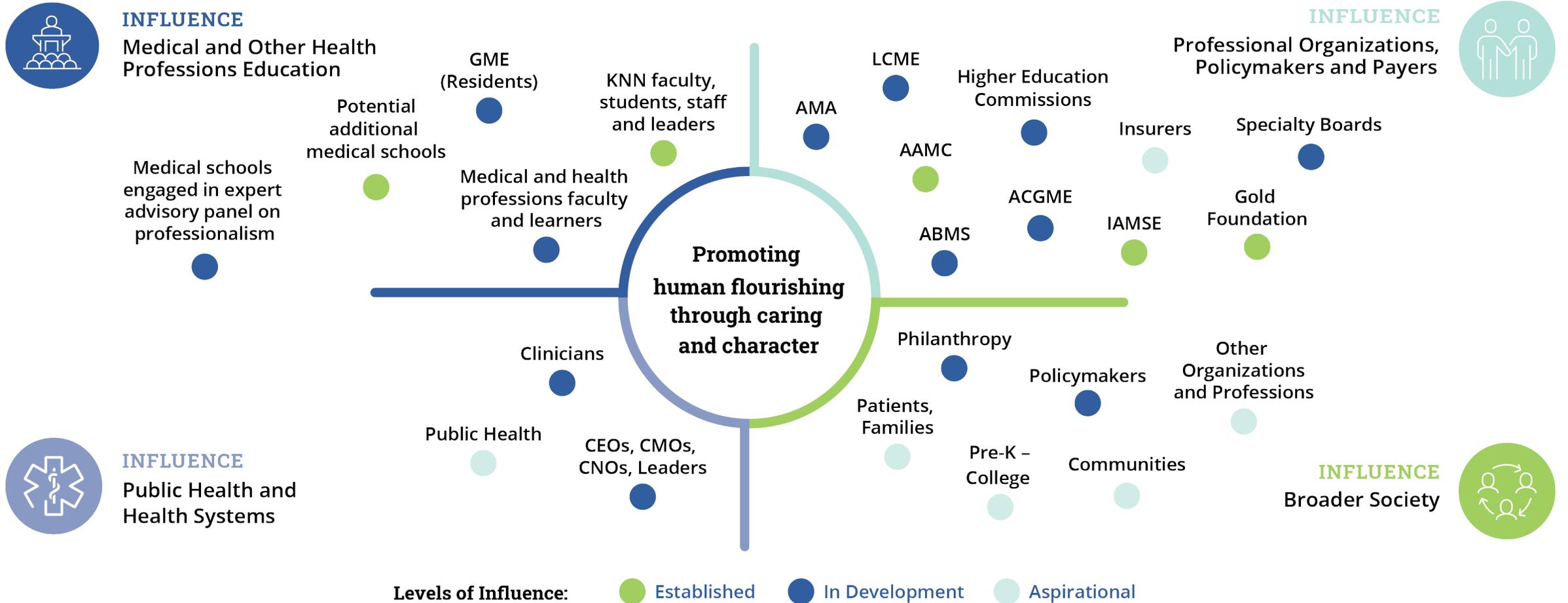
Health Systems and Other Practice Environments

Society

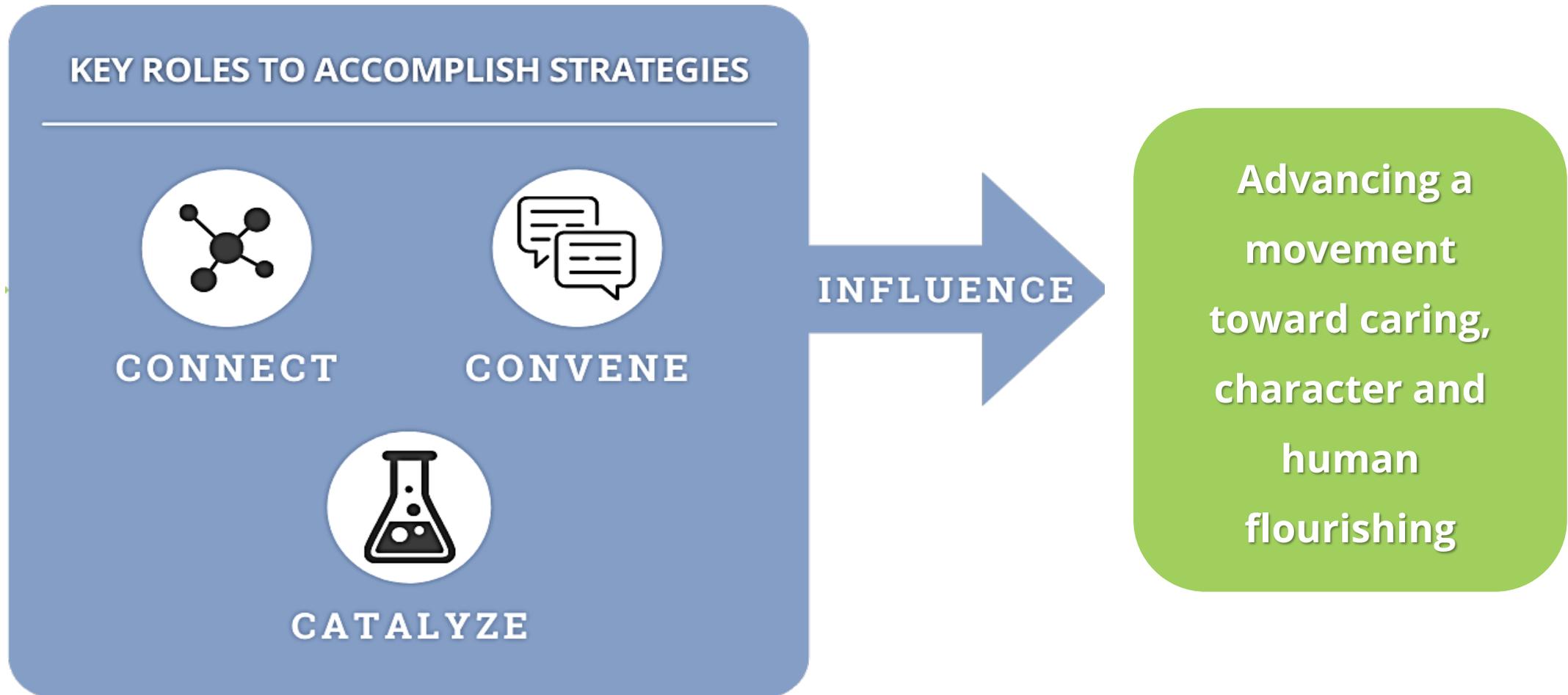
Caring

A blend of practices, dispositions and motivations—attentiveness, responsibility, competency, responsiveness and engagement/citizenship—all aimed at ensuring that individuals and populations grow, develop and flourish as best they can.⁴

KNN Map of Influence



KNN Moving Forward (2023–28): Theory of Change





Appendix

Symbolic Significance of Imagery

- **Blue concentric rings:**
show the levels of the ecosystem across which the elements of character, caring and practical wisdom operate to promote flourishing from the individual to society as a whole
- **Tree as a whole:**
tree represents how the profession of medicine contributes to human flourishing through caring and character
- **Tree trunk:**
depicts interrelationship of caring and character as the structure that supports and leads to human flourishing
- **Branches:**
two main branches represent the different but related roles of caring and character; practical wisdom is represented by the off-shooting limbs from the main branches
- **Leaves:**
different leaf colors reflect that human flourishing can ebb and flow

Evolving Definitions Informing Work

- 1) **Human Flourishing:** “A state in which all aspects of a person’s life are good; involves numerous domains of life, including happiness and life satisfaction, physical and mental health, meaning and purpose, character and virtue, and close social relationships.” (VanderWeele)
- 2) **Practical Wisdom:** “Using acquired experience to discern the right way to do the right thing in a particular circumstance, with a particular person, at a particular time.” [One who:]
 - “knows the proper aims of the activity she is engaged in, wants to do the right thing to achieve these aims, and wants to meet the needs of the people she is serving;
 - knows how to improvise, balancing conflicting aims and interpreting rules and principles in light of the particularities of each context;
 - is perceptive, reads social contexts, and [...] sees the gray in a situation;
 - knows how to take on the perspective of another, [...] feels empathy and make decisions that serve others;
 - knows how to make emotion an ally of reason, rely on emotion to signal what a situation calls for, and inform judgment without distorting it; and,
 - is an experienced person.” (Schwartz & Sharpe)

- 3) **Character:** “The complex [constellation] of psychological characteristics that [motivates and] enables individuals to act as moral agents.” (Berkowitz & Bier)

These characteristics are developmentally dependent and contextually formed over time. Character manifests in dispositions and practices, which are influenced by situations and valued according to the sociocultural context.

- 4) **Caring:** “A blend of practices, dispositions and motivations all aimed at ensuring that individuals and populations grow, develop and flourish as best they can. Caring is:
 - situated in the context of relationships and built on acceptance of interdependence;
 - acknowledges inherent power imbalances but eschews dominance and seeks humility;
 - reliant on trust as a precondition and is also generated in a reinforcing loop, and is mutually beneficial and rewarding.” (Tronto, Held, and Mayeroff)

Note: all definitions were adapted from their referenced sources on the following slide

References for Components in Framework

Human Flourishing

- 1) VanderWeele, T.J. (2017). On the promotion of human flourishing. *Proceedings of the National Academy of Sciences*, 114(31), 8148-8156.
Su, F.E. (2020). *Mathematics for human flourishing*. New Haven, CT: Yale University Press.

Practical Wisdom

- 2) Schwartz, B., & Sharpe, K. (2010). *Practical wisdom: The right way to do the right thing*. New York, NY: Riverhead Books.

Character

- 3) Berkowitz, M.W. & Bier, M.C. Research-Based Character Education. *The Annals of the American Academy of Political and Social Science*. 2004;591(1):72-85.
Jubilee Centre for Character and Virtues (2013). A Framework for Character Education in Schools. University of Birmingham, Jubilee Centre for Character and Virtues. Retrieved April 13, 2021, from <https://www.jubileecentre.ac.uk/userfiles/jubileecentre/pdf/character-education/Framework%20for%20Character%20Education1.pdf>

In addition, this definition was adapted from and informed by the work of several other authors including Larry Nucci, PhD and Philippa Foot, PhD.

Caring

- 4) Tronto, J.C. (2013). *Caring democracy: Markets, equality, and justice*. New York, NY: NYU Press.
Tronto, J.C. (1993). *Moral boundaries: a political argument for an ethic of care*. New York, NY: Routledge Taylor and Francis Group.
Held, V. (2006). *The ethics of care: personal, political, and global*. New York, NY: Oxford University Press.
Mayeroff, M. (1971). *On caring*. New York, NY: HarperCollins Publishers.

