

Broken Systems, Collaborative Solutions

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July—traditionally a time of rejuvenation and replenishment, particularly within the medical field—invites us to acknowledge the cycles of medicine and medical training. It's a season of transformation, marking the point when the bright-eyed student metamorphoses into a dedicated physician. Witnessing these individuals not just grow, but bloom into educators themselves, is a marvel.

However, as we proceed with our journey in primary care and medicine as a whole, a formidable challenge looms ahead of us. It is the realization that the current state of medicine and education is misaligned with our envisioned future. We must acknowledge that the system we rely on is fractured. A learning structure founded on memorization and regurgitation, devoid of resilience, expansion, and flexibility, falls short in nurturing the potential necessary for the next leap in our progress.

Sir William Osler, the father of modern medicine, said, “Medicine is a science of uncertainty and an art of probability.”¹ Medicine is an ever-evolving field that requires adaptation and innovation. The outdated, rigid structure that encourages rote learning does not foster this adaptability. We need to adopt a holistic view, realizing that the “best and brightest” label is just a euphemism for those who manage to self-navigate through this dysfunctional labyrinth. Instead of perpetuating this system, we must strive to construct a more robust, stimulating, and supportive academic milieu that inspires empathy, compassion, and care in the careers of our future physicians.

Our current medical education and primary care payment system is a significant obstacle preventing us from independently establishing such an environment across all residencies and medical schools. We must examine the impediments faced by those who've been left behind and identify what's necessary to cultivate their potential. Regrettably, our existing financial apparatus for medical education and primary care constraints restrain us from independently developing such an environment across all residencies and medical schools. We must scrutinize those we have inadvertently overlooked, discerning

what is needed to empower these capable, compassionate professionals. The call to action is to establish requirements for ushering in an era of unprecedented excellence in medical education.

A plausible solution lies in the formation of learning collaboratives or regional educational consortia. Cooperation and collaboration breed a conducive and engaging learning atmosphere that benefits all involved. How many faculty members would relish the opportunity of having the requisite time, space, and compensation to shape such an environment? Investment in our faculty's growth and development will lead to a compassionate and caring force entering the medical field.

Maya Angelou said, “You can't use up creativity. The more you use, the more you have.”² The task at hand requires exactly this type of creative thinking.

July offers us an opportunity for introspection and renewal in the medical field. While celebrating the growth of our students into physicians, we must also confront the challenges that stare us in the face. The system is broken; let's acknowledge it and collaborate to construct a new one that will not only educate, but also foster growth in every learner. By investing in our faculty's development and promoting a spirit of collaboration, we can herald an age of excellence in medical education and subsequently enhance our health care system. We are family medicine, and in this, we must lead. We are accustomed to the cycles of life, reinventing, reinvigorating, and growing through change.

The resilience we foster now will sow the seeds for a renewed, flourishing field of medicine. This is a challenge that cannot be solved by one individual and must be engaged by all. Together in collaboration, each learner will lead, and each leader will learn. No challenge can be overcome until it is faced, and we can both face and overcome this together. Broken system, collaborative solution: we can because we must.

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