Musings:
‘You Can’t Always Be Right, But You Can Always Be Kind’

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Department of Neurology
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Musings

thinking, reflection, meditation, abstraction, contemplation, introspection, reverie, dreaming, day-dreaming, rumination, navel gazing, absent-mindedness, cogitation, cerebration
Limitations and Biases

- Restricted to first 40 years (1966-2006)
  - 1966-1975 (Medical School, Formative Education and Training)
  - 1975-1990 (Faculty, Clinical Care, Mentoring)
  - 1990-2006 (Reverse Mentoring, Clinical Research, Encore Careers)
- Perspective biased by personal interests, point of view, and proximity
- No apparent COI

‘You Can’t Always Be Right, But You Can Always Be Kind’

Robert J. Joynt, MD, PhD (1925-2012)
‘You Can’t Always Be Right, But You Can Always Be Kind’

- **Kind** (caring, nice, sympathetic, empathetic, generous, gentle, thoughtful, compassionate, benevolent, humane, considerate, concerned, helpful, gentle, charitable, kindred)
- **Right** (correct, true, accurate, exact, precise, factual, successful) – (antonym = wrong)

“Be kind, for everyone you meet is fighting a harder battle.”
— **Plato**
‘You Can’t Always Be Right, But You Can Always Be Kind’

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- **Success** – (antonym = failure)

- **Mentoring & Reverse Mentoring**

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The First 40 years (1966-2006)

- 1966-1975 (Medical School, Formative Education and Training)
  - 1966-67: UR Interviews and Visits
George L. Engel MD • The Boot-Elective (1967-1971) • The Bio-Psycho-Social Model of Medicine (Science, Apr 1977): interactions between biological, psychological, and social factors determine the cause, manifestation, and outcome of wellness and disease.
Engel & Romano

- Nitrogen Narcosis (the ‘Bends’)
- Delirium vs Dementia (EEG correlates)
- Biopsychosocial Model of Medicine
- Conversion Reactions vs Malingering
- Psychosomatic Medicine
Morgan & Engel

The Clinical Approach to the Patient by William L. Morgan and George L. Engel, Published May 1, 1969

The First 40 years (1966-2006)

• 1966-1975 (Medical School, Formative Education and Training)
  ➢ 1966-67: UR Interviews and Visits
  ➢ 1968-75: Milieu Counts
The First 40 years (1966-2006)

- 1975-1990 (Faculty, Clinical Care, Mentoring)
  - Faculty Leadership (Joynt, Griggs)
  - Faculty Colleagues
  - Cross-Mentoring
Richard T. Moxley MD

Ralph F. Jozefowicz MD
The First 40 years (1966-2006)

• 1975-1990 (Faculty, Clinical Care, Mentoring)
  ➢ Faculty Colleagues
  ➢ Mentoring and Reverse Mentoring
Reverse-Mentoring

‘Searching for a Young Mentor: What Could I Possibly Learn from a Mentor Half My Age? Plenty’

Phyllis Korkki, age 55, NYT Assignment Editor


Snapchat

Reverse Mentorship

- ‘Young Mentors (Millennials) Are Natural Consultants’ – They operate horizontally rather than vertically (hierarchically)
- ‘Baby boomers tend to have a hierarchical view of the workplace – an ‘org-chart’ mindset that imagines power filtering down from the top.’
- Millennials, by contrast, may see work as more of a horizontal network
- ‘Each age group has untapped resources that can benefit others at a different stage of life.’
Reverse-Mentoring

- As we age, our dendrites begin to shrink (particularly in the prefrontal cortex, which helps us to focus, stay on task and maintain bandwidth).
- Older people tend to be more disciplined and diligent, thereby compensating for learning deficits...and are also very good in putting ideas and thoughts into categories.
- The older brain is a wiser brain, but can get into a rut because of its lack of plasticity.
- ‘You can teach old dogs new tricks. You just can’t teach them as fast.’

Reverse Mentoring

‘Our mentorship provided me with something unexpected: a chance to take what amounts to a leadership position I had not seen coming. As a relatively young professional, I was usually the one taking the advice, not doling it out. The role reversal was jarring.’

Talya Minsberg, age 27, NYT Social Strategy Editor
E. Ray Dorsey, MD, MBA

Peter Como PhD

Bernard Ravina MD MS

Kevin Biglan MD MPH

Samuel Frank MD
University of Rochester Medical Center
1925-1975
Edward C. Atwater and John Romano

“To Each His Farthest Star”

“To Each Her Farthest Star”

‘You Can’t Always Be Right,
But You Can Always Be Kind’

Charlyne Miller Hickey RN
Irenita Gardiner RN
Char and Nita

• Clinical care is the underpinning of clinical research.
• Whether you are innately kind or not, patient interaction and care will make you kinder... and a better clinician and care provider.
1990-2006 (Reverse Mentoring, Clinical Research, Encore Careers)

- Parkinson Study Group (PSG), Huntington Study Group (HSG), American Society Experimental Neurotherapeutics (ASENT)
- Encore Careers (Reinventing Oneself) and More Reverse Mentoring
Joynt sayings...a sampling

“Even a blind hog gets an acorn some time;”
“I know there is a God when I have a martini in my hand;”
“The only thing harder than being a saint is living with one;”
“If you are going to teach a dog a new trick, you have to know more than the dog;”
“Sincerity is the most important thing about being dean; once you’ve learned to fake that, the rest is easy;”
“If you have 10 minutes to spend with a patient, spend 9 on the history;”
“The problem with trouble is that it usually starts out as fun;”
“I’d rather have a drink on the rocks than be on the rocks in the drink;”
“Fanfare and gloating are the stuff that starts revolutions;”
“To a man with a big hammer, every problem looks like a nail.”
And his favorite,
“You can’t always be right, but you can always be kind. There is no limit to kindness.”

In Memoriam: Robert J. Joynt, MD, PhD
(1925-2012)
ARCH NEUROL/VOL 69 (NO. 11), NOV 2012
Ira Shoulson MD

For all his accomplishments, ability, and wisdom, Bob Joynt stayed conspicuously modest and remarkably kind—a person the Irish call salt of the earth and many others call a real mensch—a good, kind, decent, and honorable human being.
‘You Can’t Always be Right, But You Can Always be Kind’

‘Let’s Make America Kind Again’