



Stanford University Medical Center

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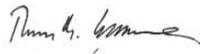
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February 1, 2011

To: Surgery Residents

From: Thomas Krummel, MD, Program Director 
Marc Melcher, MD, Associate Program Director

Re: General Surgery Training Program Professional Development Policy
Effective July 1, 2010

cc: Department Faculty

The purpose of this memo is to update our policy with respect to Professional Development (PD) years in the Stanford General Surgery Training Program. We are thrilled that we can offer and support the Professional Development Track to our residents. It can and should be a distinguishing feature of your career. Nationally there are approximately 1000 residents at your level; your goal should be to distinguish yourself from the other 999. Developing deep expertise and making a major contribution to your chosen field is an ideal way to do this. Thus, participation is an expectation of all. Exceptions will be made at the discretion of the Program directorship.

On a timeline, the most natural fit lies between the clinical PG2 and PG3 year. Thus we expect that all General Surgery residents start their Professional Development years after completion of their 2nd clinical year. Occasionally we have been able to accommodate someone between their clinical PG3 and PG4 year but we can make no future guarantees.

It is the responsibility of your PD mentor (along with you) to identify possible funding sources for your salary during this time. Some laboratories have “built-in” funding through research grants, gifts or training grants. Others will submit applications on an individual basis. The Stanford Research Management Group (RMG) provides information on funding opportunities on their website at <http://med.stanford.edu/rmg/>. In addition, there is a list of funding sources specifically for surgical residents accessible through the “Funding Resources” link on <http://scalpel.stanford.edu>.

There is a limited amount of Departmental support for worthy projects which have not received extramural funding. Please note that this funding is limited and requires strong evidence of extramural application. If you wish to pursue an advanced degree, the Stanford ARTS Program is worthy of your consideration (<http://med.stanford.edu/arts/>). Please note that there are no other Department funds to support tuition if you choose to pursue any other advanced degree outside of the ARTS Program.

It is important that during your PG1 year you give serious thought to a planning process for your professional development experience. The vast majority of grants and scholarships work at least one year in advance; in order to qualify for any external funding that means applications will be due towards the end of your clinical PG1 year. Early and frequent contact with your advisor, the Associate Program Director and/or Program Director as well as possible lab mentors is essential. Other residents within the Department also have a strong knowledge base. Attendance at the department's Research Opportunities Overview Meeting and at the Annual Resident Research Day are two other good ways to become knowledgeable about options and facilitate your decision.

There are abundant opportunities within the Department of Surgery, within the School of Medicine, within Stanford University, within Silicon Valley, and, indeed, worldwide. Feel free to think creatively about this remarkable opportunity. Please do remember that salary support is always an issue: thorough and timely planning can eliminate any worries.

Sincere thanks to Dr. Ralph Greco who successfully negotiated with SHC to allow you to remain an SHC employee for salary level and benefits continuity during your PD years. This was a major step forward: historically house staff left their residency employment and had to give up important benefits, salary structure and housing options in order to participate in a professional development opportunity.

In order to justify and validate your remaining on the SHC payroll, you will need to take up to two call blocks per month (possibly less). This service validates your continued employee status and benefits and also allows ongoing maintenance of your clinical connections and skills. **To fulfill this requirement and continue to receive benefits you are required to have obtained your California Medical License by the end of your second year** (for postgraduate licensing requirements, see CA Medical Board website at (http://www.medbd.ca.gov/applicant/additional_info.html)).

Upon entering the Professional Development Track on July 1, your salary will remain at the PG2 salary level for the year and move to the PG3 salary level for your second Professional Development year. When you return to clinical activities, your salary will remain at the PG3 level. These policies are both institutional and national, based on ACGME expectations that **all** clinical residents are paid at the same salary level.

Please let us know if you have any thoughts, questions, or concerns regarding this policy.