

March 7, 2018

To: Surgery Residents

From: Marc Melcher, MD, Program Director

Re: General Surgery Training Program Professional Development Policy

Effective July 1, 2010

The purpose of this memo is to reiterate 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 more than 1000 residents at your level; your goal should be to distinguish yourself from the rest. 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.

We expect that all General Surgery residents start their Professional Development years after completion of their 2nd clinical year. 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](#).

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. 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. You should also review [our Department of Surgery Research Opportunities page](#) on our Scalpel website for possible research opportunities.

There are abundant opportunities within the Department of Surgery, within the School of Medicine, within Stanford University, 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.

Currently, to justify and validate remaining on the SHC payroll, you will need to take up to three call blocks per month depending on your funding source. This service allows you to continue to maintain your SHC employee status and benefits. More importantly it allows you to maintain your clinical connections and skills. **To continue to receive your current 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](#)). **This policy is subject to change at the discretion of the Stanford GME Office.**

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. Should your funding source change during your PD years, please notify [Anita Hagan](#).

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