



Building a Career in Surgical Education

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Resident Research Toolkit

Three things to think about...

- Develop your mission statement
- What can a career in Surgical Education look like?
- What do I need to advance my career in Surgical Education?

Develop your mission statement

Mission is what you're trying to do, vision is what happens when you do it

- **What is your vision?**
- **What is your mission?**

Develop your educational mission statement

My Ideal Learners?

- Faculty
- Residents and Fellows
- Medical Students
- Undergraduate Students
- Secondary School Students
- Ancillary Staff
- Community Members

My Preferred Venues of Daily Duties?

- Patient Care
- Classroom
- Administration
- Outreach
- Simulation
- Coaching

My Scholarly Focus?

- Technology
- Educational Theory
- Workforce
- Demographics
- Curriculum Development
- Accreditation
- Assessment
- Feedback
- Diversity/Inclusion
- Quality Improvement

Develop your educational mission statement

I WANT TO TEACH...	ABOUT...	SO THAT I CAN...
What learner group? UME GME faculty	What topic? physical exam skills leading teams giving feedback	What outcome? improve clinical care inspire critical thinking increase sense of belonging

Use your **educational mission statement** to identify which opportunities will advance your career goals.

Content inspired by Kimberly Manning, MD and Grace Huang, MD

Develop your mission statement

- Mission is what you're trying to do, vision is what happens when you do it
 - What is your vision?
 - What is your mission?
- **Why have a mission statement?**
 - **How will you get there?**
 - **What tools do you need?**

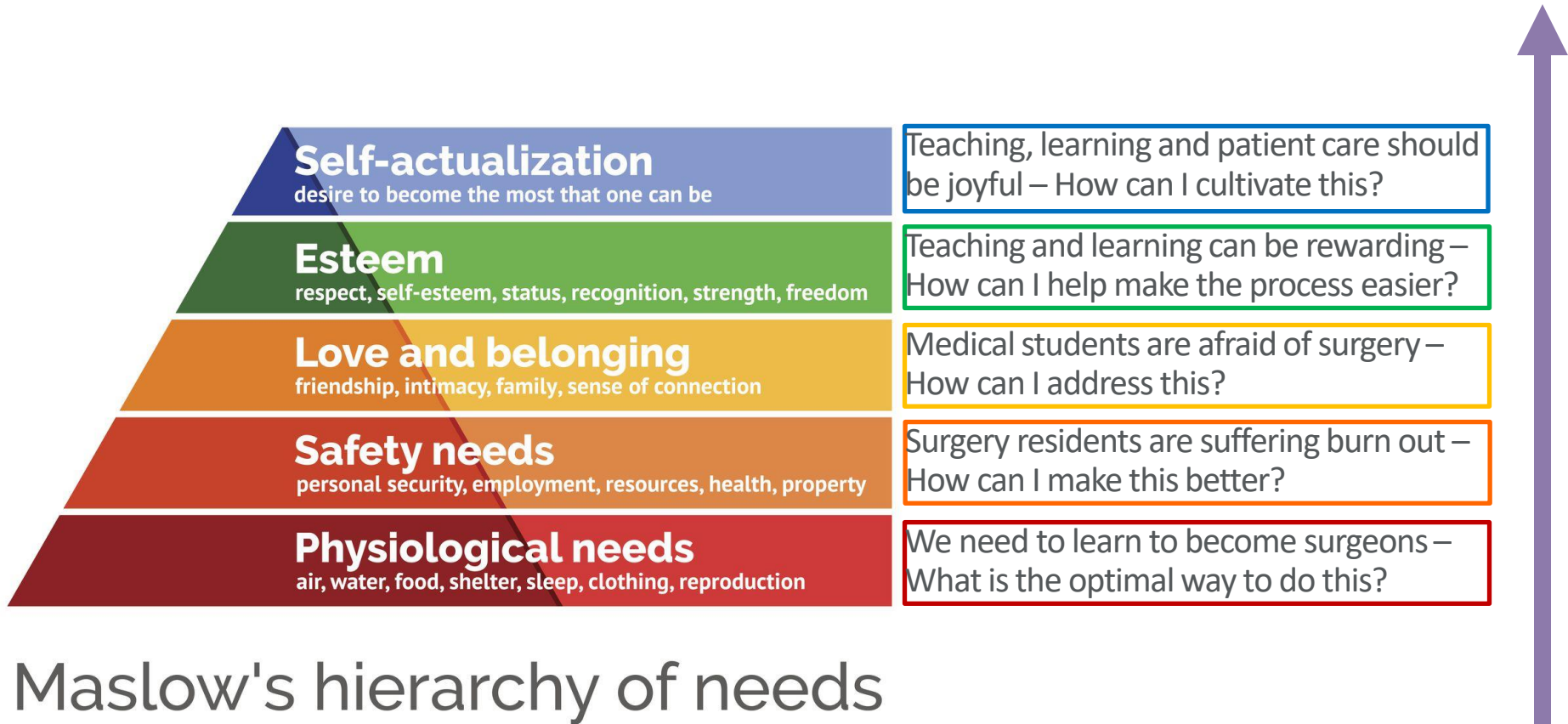
My (current) vision

My vision is the continuous cultivation of joy in the process of learning, teaching, and patient care in surgery.

My (current) mission statement

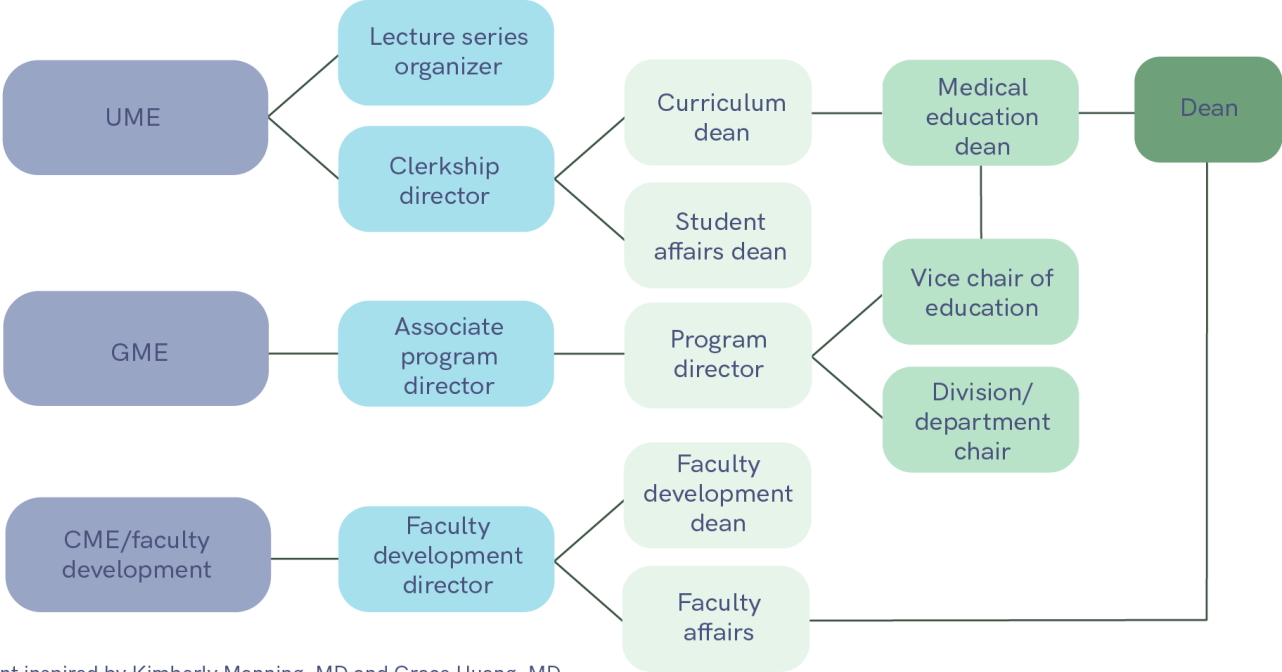
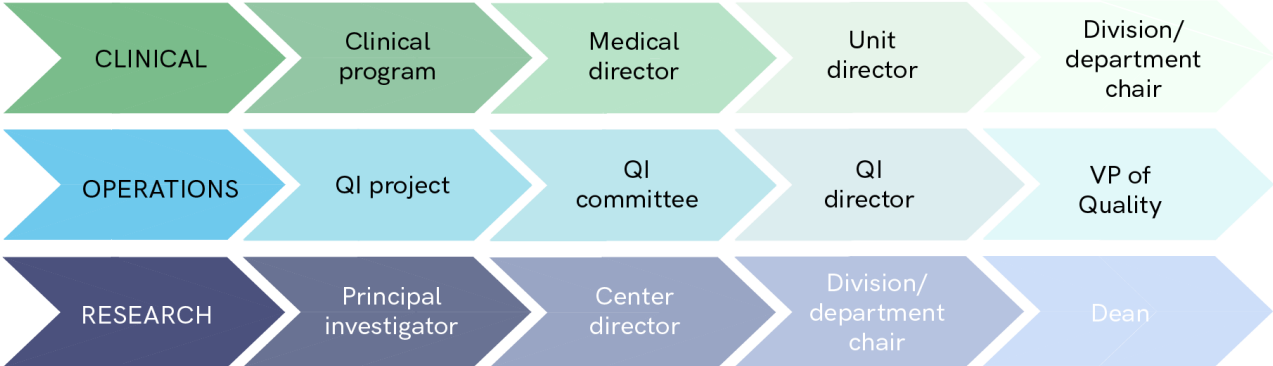
*My mission is to create a **culture of inclusivity and psychological safety** in the surgical learning environment by using my **skills as an educational researcher** to empower learning and teaching behaviors, build interdisciplinary collaboration, enhance provider wellbeing, and improve patient care.*

An example of how my mission & vision for surgical education has evolved over time



Maslow's hierarchy of needs

Possible career trajectories in Surgical Education



Content inspired by Kimberly Manning, MD and Grace Huang, MD

What do I need to advance my career in Surgical Education?



Ultimately, one should aim for fulfillment and **impact for the sake of impact**, not impact for the sake of promotions or expanding a CV.

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What do I need to advance my career in Surgical Education?



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What do I need to advance my career in Surgical Education?

SKILL-BUILDING



Gaining depth

Learning

- **Assess your need and develop your specific goals:**
 - Curriculum development?
 - Research methods?
 - Educational theory?
- **Options:**
 - Advanced degrees
 - Fellowships
 - Local courses
 - National Courses

What do I need to advance my career in Surgical Education?



Dissemination

Presentation

Publication

Visibility

- **Visibility – Get involved!**
 - Local
 - Nationally
- **Publications – Lots of options!**
 - Surgical Journals
 - Medical Education Journals
 - Other venues

What do I need to advance my career in Surgical Education?



Mentorship

Finding a
community

Wellness

- **Mentorship – build a team**

- Mentors
- Coaches
- Sponsors



What are my strengths?

What are my areas for growth?

What do I want to learn about?

Where do I want to go?

- **Community – find your people!**

- Local
- Nationally

What do I need to advance my career in Surgical Education?



GROWTH

- **Leadership**
 - Locally
 - Nationally
- **Program development**
 - What does success look like to you?

Leadership

Program
development

Upward career
trajectory

Three things to think about...

- Develop your mission statement
 - Mission is what you're trying to do, vision is what happens when you do it
- What can a career in Surgical Education look like?
 - So many things! UME, GME, CME; Clinical, Operations, Research...
- What do I need to advance my career in Surgical Education?
 - Skill building, reputation, support, growth

Thank You!

Additional Slides

Publishing

Surgical

- Journal of Surgical Education
- Global Journal of Surgical Education
- Journal of Surgical Research
- Annals of Surgery
- Journal of the American College of Surgeons
- JAMA Surgery
- American Surgeon

Non-Surgical

- Journal of Graduate Medical Education
- Academic Medicine
- Medical Teacher
- The Clinical Teacher
- Journal of Continuing Education in the Health Professions
- BMC Medical Education
- Medical Education Online
- Medical Education
- Teaching and Learning in Medicine
- MedEd Portal

Getting involved at the National level

- Association for Surgical Education
- Association for Program Directors in Surgery
- American College of Surgeons – Division of Education
 - Resident and Associate Society Education Committee
 - Committee on Medical Student Education
 - Committee on Resident Education
 - Committee on Faculty Development
- Specialty-specific Education Committees (SAGES, AAS, AAES, etc)

Role and opportunities

- Administrative
 - Clerkship Director
 - Residency or Fellowship Program Director
 - Surgical Director of Simulation or Skills Labs
 - Vice Chair of Education
 - VC Faculty Development
 - VC Diversity, Equity, Inclusivity
 - Dean of Medical Education
 - Graduate Medical Education (GME) positions, i.e. Designated Institutional Officer (DIO)

Opportunities for Additional Education

Advanced Degrees

- Masters in Education
- Masters in Educational Psychology
- Masters in Health Professions Education

Certificates

- Surgical Education Research Fellowship (ASE)
- Surgical Education Leadership Fellowship (ASE)

- Residents as Teachers and Leaders (ACS)
- Surgeons as Educators (ACS)

Awards

- Feinberg Academy of Master Educators (Northwestern – residents and faculty)
- ACS Resident Award for Exemplary Teaching (Residents)
- ACS Resident Award for Professionalism (Residents)
- ASE Outstanding Resident Teacher Award (Residents)
- ASE Linnea Hauge Educational Scholar Award (Resident and early faculty)

- Academy of Master Surgical Educators (ACS - faculty)

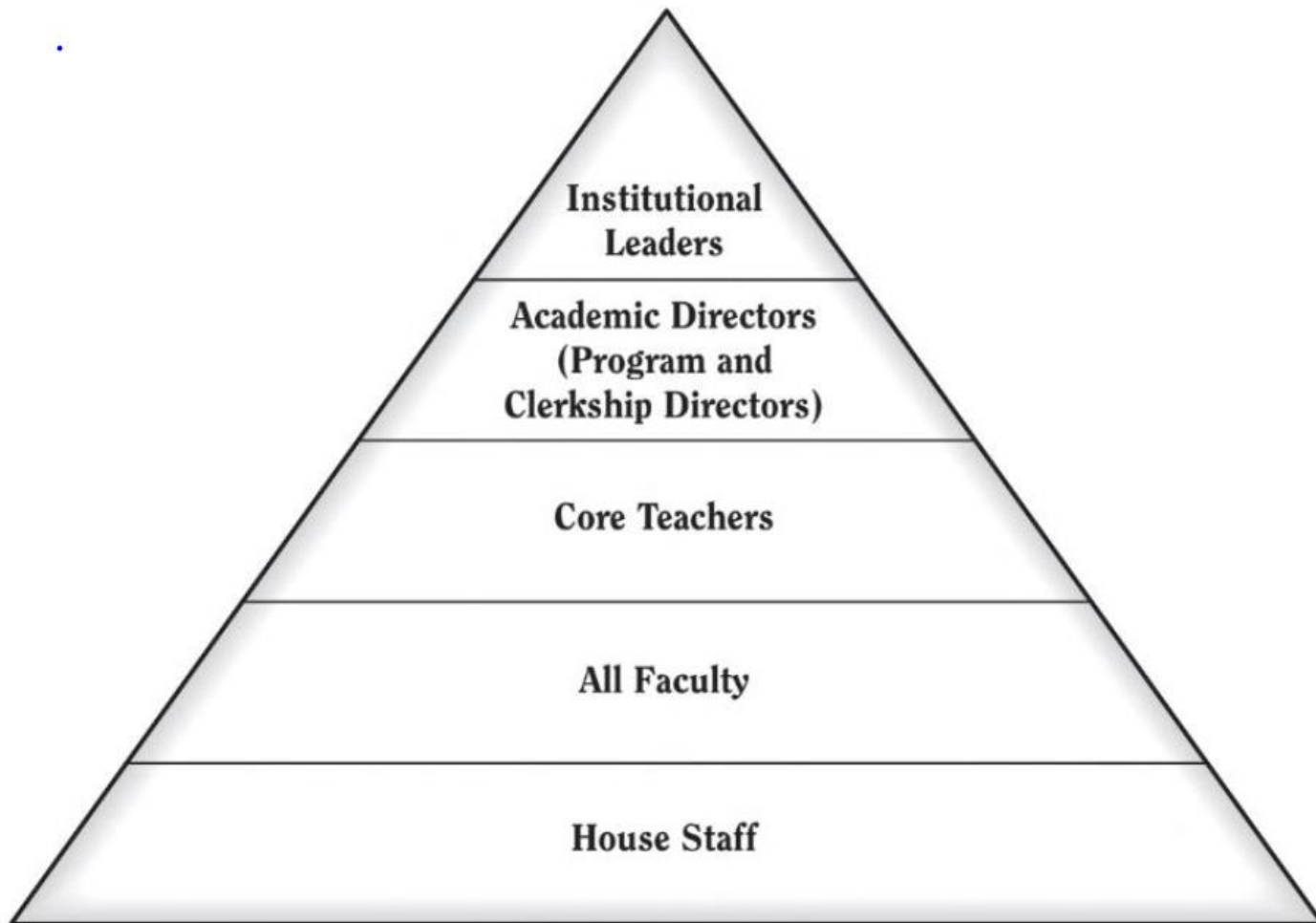


Figure 4-1 The pyramid of faculty development. The breadth of the figure illustrates the number of faculty at each “level.” Institutional leaders (chairs, deans, hospital CEOs) have unique responsibilities for providing resources.