

# Surgical Residency Program

## Academic Career Development at MGH, 2024-2025

We do not expect that all residents arrive at Mass General with a strong vision of their future clinical and academic goals. We know that their initial interests from their medical school time may evolve over the course of their residency training. As such, we have implemented a multidisciplinary and longitudinal approach to mentorship. The Department of Surgery's Vice Chair of Research, Genevieve Boland, MD, PhD, works with each resident to assemble a team of clinical, academic, and peer mentors who help each resident refine their career plans over time. Each resident will have a formal team of faculty and peer mentors, with an annual team career conference to review each resident's career plan as it matures and comes into focus.

During a two-week Academic Career Development rotation, junior residents engage in a curriculum designed to:

- Build academic skills
- Foster introductions with mentors and collaborators
- Enable completion of manuscripts, clinical protocols, and grant applications

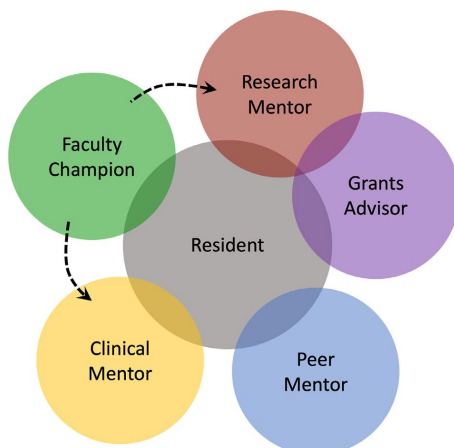


Figure 2: (Kochis, Michael A, et al, 2024) Diagram portraying mentorship components to the ADB.

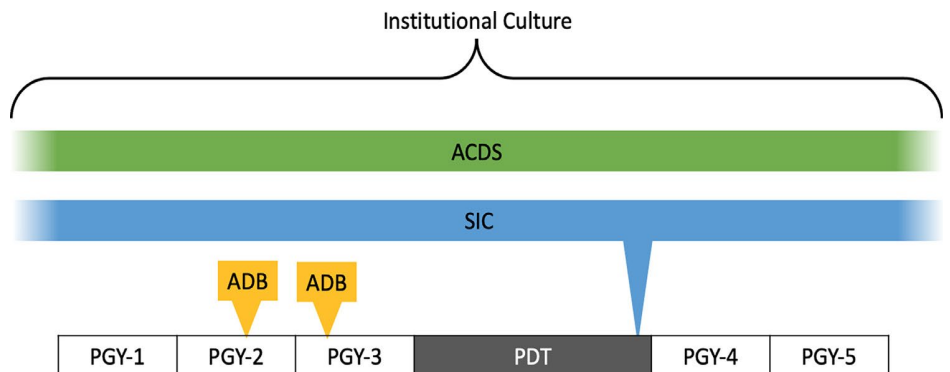


Figure 1: (Kochis, Michael A, et al, 2024) Diagram portraying the ADBs in the context of other academic development programs implemented concurrently, which take place during PGY-2 & PGY-3 years prior to residents starting their PDT.

There is also robust programming for career development throughout the academic year, integrated into Surgical Grand Rounds, resident core didactics, journal clubs and seminars. The monthly Academic Career Development seminars teach core skills and competencies, with topics such as:

- Manuscript preparation
- Creating and maintaining a biosketch
- Grant writing
- Developing specific aims
- Building mentor teams

- Crafting a surgeon-scientist career
- Our speakers are curated from the Mass General and national surgical community.

The department leadership strongly believes in providing every resource and opportunity possible to enhance the career development of trainees into future leaders.

Though many residents select a research mentor within the Department of Surgery at Mass General, all our residents have tremendous flexibility and opportunity to work in the foremost laboratories in the country or conduct less traditional projects for which funding might otherwise be unavailable. Many residents choose basic science research experiences, while others conduct health services and education research. Residents also enjoy the opportunity to attain an advanced degree, such as a PhD, MPH, or MBA, during this sabbatical.

Finally, the Mass General Surgical Residency Program is a major pillar of the Department of Surgery. It thrives on the mutual trust and respect the faculty and residents have for each other in the common quest—exceptional patient care. There is a tremendous esprit de corps among the residents, who owe a debt of gratitude to Edward D. Churchill, MD, former chief of surgery at Mass General, who first proposed the current "rectangular" system of resident training. Perhaps it was Churchill who, in a report to the U.S. Surgeon General in 1948, summed up the philosophy of the Mass General framework and adapted it to the needs and interests of the individual.



## References

Kochis, Michael A, et al. "Implementation and evaluation of an academic development rotation for surgery residents." *Journal of Surgical Education*, vol. 81, no. 11, Nov. 2024, pp. 1748–1755, <https://doi.org/10.1016/j.jsurg.2024.08.015>.

