Building a Career in Academic Global Surgery

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Objective

• To provide an introduction to global surgery and opportunities to enhance skill set
• To describe factors that are critical to consider when first starting out
• To provide examples of how one gains the necessary support to enhance success
• To describe barriers and ways to avoid pitfalls in academics
Introduction to Global Surgery
Medical School for International Health
Residents’ responses (28/40, 70%)

- 40% had international health experience prior to residency
- 90% expressed interest in an elective in a developing country during residency

Doruk Ozgediz, MD, MSc, et al. Archives of Surgery, Volume 140, August 2005, pp795-800
What about sustainability!?

Haile Debas, MD, FACS
A mandate for training, research and service-A faculty perspective from the UCSF Bulletin Of The ACS, Volume 91, October 2006 pp36-38
ACGME Requirement for International Elective:

- Competency based goals
- ABMS certified faculty supervising
- Educational Rationale
- Description of clinical experience
- Verification of that evaluation of resident performance will take place

Global Surgery Fellowships

Develop academic, clinical, and administrative skills:
• Global Surgery
• Public Health
• Surgical Systems Development
• Humanitarian Aid

AAS/AASF Global Surgery Research Fellowship Award

USC Plastic & Reconstructive Surgery
Tsao Pediatric Global Surgical Fellowship
The Lancet Commission on Global Surgery: By the Numbers

5 billion
World’s population without access to safe and affordable surgical care and anesthesia

143 million
Additional surgical procedures required in low- and middle-income countries each year

$21 trillion
Data for the sustainable development of surgical systems: A global collaboration
How do I move forward in building a career in Global Surgery.......
A couple options to consider......

Join an Established Program

Build your Own Program
What is it that I’m trying to do.....

• Preparation
  – Clearly define goals and objectives
  – Understand resources you will need to be successful
  – Determine how you will overcome barriers that exist
• Lay out a vision
The Art of Negotiation
Resources needed to allow one to Reach Goals!

<table>
<thead>
<tr>
<th>New Employee</th>
<th>1 yr</th>
<th>2 yr</th>
<th>3 yr</th>
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Key Components

1. Salary

2. Retirement Compensation

3. Breakdown of FTE
   - Clinical vs. Academic
Key Components

4. Research funds [3-5 years (new faculty)]

5. Advanced Degrees

6. Administrative Titles
   - Compensation A/W role or protected time
My own example

**Weeks**
- 52 weeks in a year
- 4 weeks of vacation => 48 Weeks

**FTE**
- 20% Protected Time
- 1 week/day

**Yes or NO**
- 48 days per year!
Things To Avoid

• Lack of Preparation
• Being rushed to sign contract
• Agreeing during an interview
  – Always review offer letter at your own time and provide changes in writing
• If it is NOT in writing it Does not Exist
• Promising lofty goals to future employer
Things To Remember

• Almost everything is negotiable
• Small world, being kind and gracious
• It is not about what you say, it is about how you say it!
• It never hurts to ask….the worst they can say is no.
• Ask for everything at ONCE, give you more leverage
Executing on the Vision......

Gaining Support through relationship building
Developing a sustainable solution for the next 100 years

Girma Tefera, MD, FACS
Medical Director, OGB
Parallel but separate universes
Developing A Coalition of Medical Centers

- Long-term sustainable solutions
- Capacity Building
- Enhance community integration
- Provide **STRUCTURED** opportunities for trainees
- Allow for bi-directional collaboration
- Open doors for more robust research
- Explore possibilities of applying innovation in LMIC settings
Pilot Program

Institutes
Pilot Program

Certification Bodies

ABS
ACGME
APDS
Pilot Program

Medical Personnel

Leadership

Communities

Patients
Being Invested

American College of Surgeons
- Resident Scholarships for travel
- Administrative support for program
- Faculty support for leading program

Academic/Community Medical Centers
- Commit one month of faculty time annually
- Enhance community integration

Community
- Determining one location
- Having commitment of leadership

Certifying Bodies
- Help facilitate the accreditation of program
- Work with team to ensure structured and sound curriculum for training
Parting Thoughts

• Preparation is key
• Develop a game plan
• Establish collaborations and build relationships
• Learn from mistakes of others
• Don’t be afraid to ask for the resources you need
• Purpose over Position!
How do you go from where you are to where you want to be? I think you have to have an enthusiasm for life. You have to have a dream, a goal, and you have to be willing to work for it.

- Jim Valvano
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