

Brigham and Women's Hospital Department of Surgery General Surgery Resident Research Salary Support

The Brigham and Women's Hospital (BWH) Department of Surgery (DOS) encourages formal scholarly activity during general surgery residency. Typically, a BWH DOS general surgery resident spends 2 years in dedicated formal scholarly activity in addition to his or her clinical training. This policy outlines the funding of resident scholarly activity.

Principles:

- Advancing the field of Surgery through investigation is a primary mission of the DOS
- Investigational experience is an important part of professional development for DOS general surgery residents during their training at BWH.
- General surgery residency provides a window of opportunity for residents to gain skills in investigation and to establish a foundation for their subsequent contributions to Surgery.
- Dedicated academic development time during residency can provide residents the chance to build a portfolio enabling them to take advantage of future opportunities in training or practice.
- DOS has a broad portfolio of investigation opportunities across multiple clinical specialties, research topics and modes of investigation (basic science, health services research, clinical trials, implementation science, clinical innovation, global surgery capacity assessment and intervention, etc).
- Trainee formulation and completion of applications for funding is a valuable educational experience that can benefit not only the resident but also the mentor and Department.
- DOS has significant but finite resources to support both the resident compensation during the academic development years, and the investigational efforts led by the faculty members of DOS.
- DOS surgery residents must have a living wage including appropriate benefits during their academic development years.

Coverage:

- This policy applies to categorical residents who have completed PGY2 or PGY3 in the Brigham and Women's Hospital ACGME-accredited general surgery residency program. Availability of and need for funds may vary from year to year.
- As a norm, residents will spend two years away from clinical training to pursue a program director- and Resident Research Council-approved academic development program. Re-entry to the training program clinical schedule will be planned prior to beginning his or her academic development time, and can only be changed by mutual agreement of the resident and the General Surgery Residency Program Director.
- Residents may pursue a research program either inside or outside of the Department of Surgery. The compensation and travel support portions of this policy apply only to residents with a primary mentor within Brigham and Women's DOS, or Boston Children's Hospital DOS.

- This policy ensures 2 years of Partners Health Care PGY-3 Resident Salary and benefits to eligible residents, and travel/presentations as dictated by the BWH Department of Surgery Resident Travel Policy.
- Residents must pursue extramural funding, or training grant support, to support their salary, with the help and guidance of the Resident Research Council, their primary mentor, and DOS Research Administration.
- If a resident receives external grant funding at a level less than the Partners PGY-3 resident salary (e.g., at the NIH/NRSA level), then DOS will supplement the funding to reach the Partners PGY-3 resident level.
- If a resident does not receive extramural support for his or her salary, then the salary and benefit costs will be split between the mentor’s grant support or sundries, or the Division in which the primary mentor resides (50%), and DOS. If partial support is obtained, then the 50% mentor and division commitment is reduced or eliminated first, and the DOS commitment second.
- If a resident receives $\geq 25\%$ of his or her support from DOS, then he or she may be required to perform up to 1 clinical moonlighting shift per month at for DOS at BWH without additional compensation.

Time Frame:

Date	PG level	Action Needed
June	PGY 1	Resident Research Orientation / Introduction to Director of Resident Research / Initial information regarding resident funding policy
August – September	PGY 1	Meet with Director of Resident Research to discuss mentorship, interest, initial goals for research
December	PGY 1	First RC meeting to discuss goals, initiate plans, identify potential mentors.
December – January	18-24 mos. prior to anticipated research start date	Meet with DOS research contacts [contact depends on mentorship] to start identifying applications to apply for self-funding
January – April	PGY 1	Decision from Program Director and Surgical Education Office regarding timing of research rotation (after PGY 2 vs 3)
June	PGY 1 or 2	One year prior to research rotation commencement trainee meets with Resident Research Council, secures approval signatures (trainee/mentor/Resident Research Council) on training agreement
January 15	PGY 2 or 3	Submit research proposal to Research Committee, including current CV, letter of commitment from mentor and mentor’s division chief, research plan, actions to date, and any external funding applications submitted/accepted, etc. <i>[please use attached application]</i>

March 1	PGY 2	Decision on funding communicated to residents
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For those residents tracking out after their PGY 3 clinical training year, adjust to the delayed time frame.

Required Activities once funding has been awarded:

- Regular research meetings with primary mentor
- Communications of any changes to external or additional funding and research plan/time commitment to DOS Research Committee and Resident Research Council

Tuition support

- Support for tuition is not routine, however, requests for partial support can be made to the Research Committee and recommendations forwarded to the Chair of Surgery.
- Factors for decisions to support tuition will include the value of the program, access to other means of tuition support, the clarity of the career goals centered around further education and the availability of DOS funding to support tuition in that year.