

SURGERY DEPARTMENT

Mission

The mission of the Department of Surgery is to educate, train and foster a mastery of basic technical skills, intellectual curiosity, professional responsibility, honest devotion to patient welfare in the diagnosis and management of surgical diseases required of the CLINICAL SCIENTIST.

Vision

The Surgery Department will:

Prepare medical students (pre-doctoral) in diagnostic skills, technical knowledge pre and post procedure management at an appropriate level for the primary care physician.

Educate and train graduate medical education level physicians in the basic and advanced technical skills of their specialty while enhancing their medical knowledge in pre and post procedure management and nurturing their personal professional development.

Develop, coordinate and continuously enhance a sense of scholarly activity in all aspects of the surgical program within the theme of “the clinical scientist”.

Facilitate basic communication, collaboration and coordination with other departments within the medical college and the university both clinical and basic science.

Provide the highest quality patient care to all who seek help regardless of their station in life.

Core Values

Excellence – We seek excellence in all our endeavors, and we are committed to continuous improvement.

Integrity – We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

Service – We believe that serving others is a noble and worthy endeavor.

Intellectual Freedom – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

Diversity – We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

Stewardship of Resources – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public’s trust and are accountable for our actions.

Strategic Goals, Critical Success Factors, Objectives, and Strategies

Goal One. Provide optimum quality basic educational program and clinical experiences (within the department) for the predoctoral programs in surgery.

Critical Success Factors:

- Will meet with each student to review the site evaluation at the completion of the rotation
- 100% review of Clerkship evaluations
- Stable and continually improving Comlex Board Examination scores for material considered departmental responsibility.
- Request yearly critique and evaluation from other clinical departments as they view our performance.
- Highly satisfactory rating from the national certifying agencies, ie: AOA, ACOS

Objectives:

Objective 1.1: Create a broad based curriculum and learning atmosphere for the predoctoral courses in surgery.

Strategies:

- Provide a student friendly atmosphere that promotes learning.
- Encourage student feedback in all aspects relating to department responsibility.
- Review student progress and performance on a weekly basis during clinical rotation.
- Encourage true and meaningful feedback from students during clinical rotation.
- Ensure that testing is equitable and meets expectations of the course syllabus.
- Review department curriculum on a yearly basis.
- Implement a competency-based curriculum and ensure its timely delivery.
- Incorporate and encourage collaborative teaching with basic science and other clinical departments where and when appropriate.

Goal Two. Prepare graduates of the surgical GME programs for successful careers.

Critical Success Factors:

- 100% pass level of yearly national competency examination (ACOS)
- Achieve and maintain 100% pass level in surgical specialty board scores.
- 100% successful placement of all graduates of the GME programs
- Develop a tracking system for evaluation of individual post GME activity.

Objectives:

Objective 2.1: Achieve and maintain high-level scores in ACOS sponsored (yearly) national competency (resident) examinations.

Strategies:

- Conduct pre-exam review.
- Require resident to actively participate in weekly lecture programs.
- Require active participation of all residents in the academic activities of the department.
- Required attendance at weekly journal club presentations.
- Required attendance at Tumor Board, Grand Rounds and M & M committee meetings.
- Encourage attendance at least one department approved national education program per year.

Objective 2.2: Intensify GME candidates activity in clinical research and teaching activities of the department.

Strategies:

- Establish and implement requirements for participation in departmental clinical research projects.
- Establish requirement for teaching responsibilities.

Objective 2.3: Development of a post GME Fellowship (one year) in surgery, concentrating on clinical research and practical surgical experience.

Strategies:

- To establish and develop a one-year general surgery fellowship approved by the AOA & ACOS concentrating on 50% clinical research and 50% practicing responsible conduct of surgical practice.

Objective 2.4: Development of a practice enhancement course

Strategies:

- Design and present a required course (final year).
- Provide a practice enhancement course regarding conducting a successful practice (ie, ICD – 9 coding, modifier use, charges and documentation).

Objective 2.5: Recruitment of highest-level quality candidates.

Strategies:

- Intensify our recruitment efforts for GME candidates.

Goal Three. Develop a clinical faculty nationally recognized for excellence in teaching, clinical research and highest quality patient care.

Critical Success Factors:

- Increase documented research activities by 25% per faculty member
- Favorable evaluation responses by students and GME graduates
- Positive evaluation by agencies responsible for health care services
- Review of patient care evaluation forms
- Observance of measurable higher-level performance
- Positive reputation of the department as viewed by local and national colleagues and certifying agencies.

Objectives:

Objective 3.1: Implementation of a departmental assistant (assistance) in developing research programs, grant writing etc.

Strategies:

- Recruit a qualified clinical research assistant.
- Use available agencies within the University.
- Seeking extramural funding to support research projects.

Objective 3.2: Provide a faculty enrichment program.

Strategies:

- Utilize services of the O.S.U. Stillwater and Tulsa campuses to promote an atmosphere of scholarly activity.
- Require faculty to prepare one scientific paper or exhibit per year for submission to a national meeting or suitable for publication.
- Provide financial assistance in completing one nationally recognized specialty course per year.
- Increased attendance at University offered enrichment programs and staff development courses.

Objective 3.3: Protected time by faculty with approved IRB proposals.

Strategies

- Ensure all faculty 25% protected time for research activities.

Objective 3.4: Recruit high-level candidates for clinical faculty.

Strategies:

- Seek funding for the following additional FTE positions:
 - 1.5 FTE Orthopedics
 - 1.5 FTE Otorhinolaryngology
 - 1.0 FTE Ophthalmology
 - 1.0 FTE General Surgery
- Future requirement beyond that level would be determined by needs for additional clinical coverage

Objective 3.5: Acquire national reputation for quality patient care

Strategies:

- Yearly evaluation of individual members of the department.
- Attain a national reputation as an excellent quality care provider based on all measurable criteria.
- Design and solicit a patient satisfaction written response .

Goal Four. Departmental development in management, fiscal responsibility and cooperative effort to enhance its value to the university effort.

Critical Success Factors:

- Recognizable increased efficiency in all aspect of department operations
- Reduce budget deficit
- Noticeable change in quality of revenue stream

Objectives:

Objective 4.1: Establish cost accounting that reflects actual costs for each phase of department operation.

Strategies:

- Review all revenue and expenses for each department account.
- Centralize all purchasing within the department.

Objective 4.2: Participation in reorganization of practice plan.

Strategies:

- Assist college administration in developing a realistic practice plan.

Objective 4.3: Appropriate reward program for all department constituents – physician and non-physician.

Strategies:

- Critical performance reviews of each department member.
- Develop a method of performance evaluation and review once a year with each individual to be used for rewarding the individual.

Goal Five. Development of an all-encompassing departmental identity that will reflect the strengths and identify the weaknesses.

Critical Success Factors:

- Members of the department will submit documentation from the diversity workshop
- Noticeable change in community awareness of the department by increased patient care visits
- Members will report any extracurricular activities on the monthly professional report

Objectives:

Objective 5.1: Ensure a positive attitude toward all diversity issues.

Strategies:

- Mandatory attendance at one diversity training session per year.

Objective 5.2: Develop and implement a departmental sponsored effort to publicize the strength of our faculty.

Strategies:

- Prepare department brochure for promotion of the department.
- Distribute department brochure.
- Require participation in at least one community service effort.
- Encourage members of the department to demonstrate a willingness to participate in various public sponsored forums.