



PROGRESS Female Surgical Fellowship Supported by Johnson & Johnson

PROMOTING GENDER EQUALITY IN SURGERY

Fellowship Summary

Introduction

RCSI has a long tradition of excellence in surgical training. Our surgeons, male and female, have over many decades, earned leading positions in institutions across the world.

The College has been at the forefront in developing transparent selection processes for future surgeons. But despite more than 20 years of gender parity among medical graduates, female consultant surgeon numbers in Ireland remain very low. Evidence from other sectors shows that gender diversity within an organisation results in better decision making. RCSI believes that surgery as a profession will also benefit by ensuring the unique contribution of male and female surgeons is valued and enabled.

In 2017 RCSI undertook to publish a comprehensive report '**PROGRESS: Promoting Gender Equality in Surgery,**' which highlights the scale of the problem and seeks to make meaningful recommendations that will ensure that surgery as a profession is an attractive and practical career for both men and women.

RCSI is committed to the findings within the report and is seeking to make substantial changes to career pathways for females interested in pursuing a career in surgery. RCSI feel that the provision of fellowships and programmes that advance female role models will do much to break down barriers and unlock the potential of women in surgery.

Fellowship Description

The **RCSI PROGRESS Female Surgical Fellowship, funded by Johnson & Johnson Medical Devices Companies through an educational grant,** is a prestigious bursary awarded by the Royal College of Surgeons in Ireland to promote female participation in surgical training at fellowship level that will support the acquisition of additional surgical skills and knowledge contributing to the advancement of surgical science and practice on the island of Ireland.

The successful candidate will be awarded a Fellowship up to an amount of €45,000 each year for a maximum of two years funded by Johnson & Johnson Medical Devices Companies. She will also be awarded the RCSI PROGRESS Fellowship Medal and her name will be added to the Fellowship in Surgery board, displayed in RCSI. The Fellowship will be presented at the annual RCSI Charter Day Meeting and will be asked to present a report on the Fellowship and the impact of the bursary at a prestigious RCSI meeting.

Aims of the Fellowship

The aims of the Fellowship include:

- The Scholarship will financially assist female surgeons wishing to avail of international fellowship opportunities which require relocation.
- With funding in place, female surgeons will be empowered to strategically target placements with world-leading teams in prestigious institutions.
- Female surgeons will gain exceptional experience and exposure to their chosen field supporting their progression to Consultant.



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Criteria

The transition from senior trainee to consultant can be a challenging step. Fellowships help bridge the gap by providing subspecialty training typically at a level higher than normally received under the Intercollegiate Surgical Curriculum Programme. Because of this, the proposed **Clinical Fellowship** must have a substantial surgery component where the applicant will participate in surgery and receive surgical training in the operating theatre.

The proposed Fellowship should be of 12-24 months duration and have clearly defined curriculum and learning outcomes. Within the application, the candidate must give clear evidence of the deliverability of the proposed curriculum.

The required clinical activity for satisfactory completion of the Fellowship should be clearly defined and agreed with the host institution (for example, indicative rota, minimum logbook numbers, case-mix, primary/secondary operator level, operating sessions and outpatient clinics).

Among the criteria which the Selection Board will consider in making recommendations will be:

- Academic and training record of the applicant.
- The reputation of the international the host institution.
- The defined curriculum and learning outcomes of the Fellowship
- Value of learning experience to Surgical practice on the island of Ireland.
- How the applicant would use their time during and after the Fellowship to promote female participation in surgery.

The expectations of the candidate

The successful candidate will be expected to:

- Provide the College with a full report within three months of completing the Fellowship
- Provide the College with regular updates during the Fellowship which can be used in internal and external communications by RCSI
- Use the Fellowship to promote a career in surgery for females
- Present a report of the Fellowship at two or more RCSI or International meetings
- Acknowledge the support of RCSI in any publication arising as a result of the Fellowship
- Return to substantial public practice in Ireland after completing the Fellowship

Eligibility

Applications will be considered from the following candidates:

- Candidates who have received a confirmed offer of an international fellowship opportunity that will commence no later than the end of 2020

And

- Female Fellow of RCSI in good standing, who have been awarded their CCST in the island of Ireland within the previous **5** years.

Or

- Female surgical trainees who, at the date of application, are at such an advanced stage of surgical training in the island of Ireland that they will be in receipt of a CCST on or before the end of December 2020 and are Fellows of the RCSI in good standing* .

* The assessment board reserve the right to contact the TPD and JCST to ensure that there is no impediment to the candidate receiving a CCST on or before the end of 2020.



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Application Process

The application process requires candidates to make a written application, providing details of their proposed Fellowship. It is the responsibility of the applicant to ensure that his/her completed application is received in full before the closing date. The applicant must, before the indicated closing date, submit the following to Ms Ger Conroy, Department of Surgical Affairs, 121 St Stephen's Green, Dublin 2 (gconroy@rcsi.ie):

- A completed application form
- A defined curriculum and learning outcomes including an indicative rota of clinical exposure during the fellowship
- A copy of their curriculum vitae
- Written acknowledgement from the unit to be visited which supports the proposed curriculum and learning outcomes
- Communication plan for how they plan to use the Fellowship to promote a career in surgery for females

Report

Recipients of the **RCSI PROGRESS Female Fellowship in Surgery, funded by Johnson & Johnson Medical Devices Companies**, must provide RCSI with a full report within three months of completing the Fellowship. Reports from the award may be published on the web or social media and the award recipients will be invited to make a presentation at two College Meetings. Recipients must acknowledge the support of the College in any publication arising as a result of the award(s) and must supply the College with copies of the papers at the time of publication.

Closing date for 2020 awards

For the 2020 awards, the closing date for receipt of applications is Friday 1st November 2019.

Notes

1. RCSI accepts no responsibility for any personal tax liability arising in any jurisdiction from the receipt of this Fellowship.
2. The Grant shall be provided to support independent medical education in accordance with the MedTech Europe Code of Ethical Business Practice and all applicable laws, regulations and country-specific industry codes of conduct.
3. Johnson & Johnson Medical Devices Companies are funding the fellowship through an educational grant and will not be involved in the selection of candidates for the fellowship
4. RCSI reserves the right not to award fellowships in any given year depending on the assessed standard of the applications.
5. Any subsequent publication based on work undertaken during the applicant's overseas visit should acknowledge the support of the Royal College of Surgeons in Ireland.
6. Failure to submit a report and expenses within three months of the completion of travel will result in withdrawal of the Award
7. Candidates must inform the College of any change in their circumstances which will prevent them from completing their overseas visit. The College may, on the advice of the Advisory Board, withdraw all or a proportion of the initial grant.