



***“You can’t do a good job
if your job is all you do.”***
– Anonymous

Our Program’s Commitment:

Residents face a multitude of pressures and responsibilities. Understanding how to thrive in your environment is essential, being mindful of the various components that contribute to overall well-being. At UCSF, we are dedicated to supporting, advocating for, and fostering the personal well-being of our General Surgery residents. The Surgery Harmony Program is structured as collaboration between residents from all years of training and faculty members with the objective of providing support and optimizing quality of resident life inside and outside of clinical and academic activities.

FINANCIAL SUPPORT

- **Parking stipend** – provided annually by the Department of Surgery, in addition to GME salary and housing stipend.
- **Annual Book Fund** - \$200, can be used towards purchase of any educational materials
- **Food/Meals and Parking Validation** provided at all Educational conferences/meetings
- **Meal Money** provided to residents at the various UCSF Medical Center campuses and affiliated hospitals
- **CA Medical License, DEA License and USMLE Step 3 Reimbursement**
- **Taxi Voucher Programs** – Taxi vouchers to ensure that residents and clinical fellows arrive home safely after working long hours at UCSF Medical Centers, Zuckerberg San Francisco General Hospital (ZSFGH) and SF Veteran’s Affairs Medical Center (SF VAMC).
- **Blumberg Loans** - The Blumberg Loan is an interest free loan that established through the Office of Graduate Medical Education (OGME). Residents and clinical fellows may request a loan from two months prior to start date through five months prior to end date. The loan may be in the amount of \$1,200 or \$2,400.
- **Retirement Savings Plan** - Safe Harbor, UC’s Defined Contribution Plan (the “DC Plan”). In lieu of contributions to Social Security, residents and clinical fellows contribute 7.5% of each paycheck into the DC Plan, on a pretax basis. The DC Plan is qualified under section 401(a) of the Internal Revenue Code (IRC) and is part of the UC Retirement Savings Program, record kept by Fidelity Retirement Services.
- **Biannual Personal Finance Seminars** – Optional evening sessions for residents that to improve financial literacy of a variety of topics including student loan and debt repayment, retirement planning, disability insurance, and more.

PHYSICAL WELLBEING

- **Wellness Days** - Twice a year, each resident will have a Wednesday morning off to attend to personal needs that might now be possible on weekends because of availability.
- **“EmergenTree” Decision Tree** – Established pathways for critical resident staffing issues (pertaining to illness, family or personal needs, fatigue, etc).
- **Family-Friendly Initiative** – Childbearing, childrearing, parental leave, including flexible approach to rotation schedules and lactation facilities

PSYCHOLOGICAL WELLBEING

- **Faculty Staff Assistance Program (FSAP)** - Provides confidential employee assistance services at no cost to UCSF residents and clinical fellows. These services include assessment, counseling, and referral services for a broad range of personal and work-related issues.
- **Mindfulness-Based Stress Reduction Training Sessions**

PROFESSIONAL WELLBEING

- **Faculty Advisor/Resident Mentee (Clinical and Research)** - Serve as a consistent, regular, and available advisor to the resident. An advisor is defined as a guide, coach, or facilitator. In this role, the advisor is not an evaluator.
- **Peer Mentorship Program** - The peer mentoring group within the Department of Surgery at UCSF is a community of residents who have undergone specific training in supporting residents and helping them access the appropriate care when needed. Peer mentors are available anytime a resident needs someone to talk to. Peer mentors have representation from multiple levels of training (R2-R5) and are there to provide a confidential resource for residents to discuss any challenges, professional or personal.
- **Surgical Loupes** – gifted to Categorical PGY2 General Surgery and Plastic Surgery residents.
- **Department Jackets** – Embroidered UCSF Department of Surgery logo jackets

COMMUNITY/SOCIAL SUPPORT

- **Social Events/Happenings** – Annual Resident Appreciation Day (i.e. Spa, Movies, Golf, Hiking, etc.), Sailing/Deep Sea Fishing Trip, Pre-Thanksgiving BBQ, End of Year/New Year BBQ/Picnic, Holiday Faculty/Resident Party, etc.
- **Second Thursday Socials** – Monthly Thursday evening gathering for residents hosted by the department.

AVENUES FOR RESIDENT FEEDBACK

- **Confidential Resident Feedback Meetings** - Residents are able to voice concerns either during scheduled sessions or directly at any time to Endowed Chair of Surgical Education Pat O’Sullivan, EdD. Feedback is communicated to Program Directors by Pat in aggregate form to ensure confidentiality.
- **GME Confidential Help Line** - Residents and clinical fellows who are concerned about issues in their programs may do so anonymously or with their contact information through the GME Confidential Helpline.
- **Resident Representatives (Peer Selected)** – Resident representatives are peer-selected and participate in the various committees on a departmental and institutional level responsible for setting goals, objectives, and policies pertaining to the General Surgery Residency Program.
- **Anonymous Digital Suggestion Box** – Online mechanism for residents to provide completely anonymous feedback of residency related-issues.