

ORTHOPAEDIC SURGERY RESIDENCY

Visit program website. (<https://orthosurgery.ucsf.edu/>)

Program Leadership:

Thomas Vail, MD, Department Chair
Hubert Kim, MD, PhD, Program Director

Administrative Staff:

Johnson Huang, Program Administrator

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Program Description

The UCSF Orthopaedic Surgery Residency Program is dedicated to training orthopaedic surgeons who will make a difference locally, nationally, and globally. UCSF is a wonderfully collaborative and inclusive place where excellence is the norm. We strive to create a learning environment that rewards exploration, discovery, and the rigorous pursuit of knowledge.

Our Department is focused first and foremost on training residents. Compared to many of the other training programs you are likely considering, ours trains relatively few fellows, and some of our subspecialty groups train no fellows at all. We believe this commitment to resident education allows us to create a learning environment where your educational needs come first.

Our clinical training paradigm is based on a model in which residents have two rotations in each subspecialty area, once as a junior resident and again as a senior resident. This schedule provides ample exposure to all subspecialty areas before our residents need to decide on fellowship options. We also utilize a variety of teaching sites, including some overseas, to provide exposure to a diverse patient population and to different health care delivery systems. This structure allows us to provide the breadth and depth of clinical exposure that our residents have asked for through years of fine-tuning their experience.

Instructors & Resources

Teaching Staff

The UCSF Orthopaedic Surgery Residency Program has a wealth of clinical and research faculty distributed throughout UCSF and its associated hospitals listed below. Education within the program and supervision of trainees are the focus of the majority of the faculty.

- Tamara Alliston, PhD, Associate Professor
- Jeannie Bailey, PhD, Assistant Professor
- Jeffrey Barry, MD, Assistant Professor

- John Belzer, MD, Chairman, CPMC
- Sigurd Berven, MD, Professor
- Stefano Bini, MD, Professor
- Shane Burch, MD, Professor
- Lan Chen, MD, Associate Professor
- Nicholas Colyvas, MD, Professor
- Alan Dang, MD, Associate Professor
- Alexis Dang, MD, Associate Professor
- Jon Davids, MD, Assistant Chief of Orthopaedic Surgery
- Sibel Demir-Deviren, MD, Professor
- Vedat Deviren, MD, Professor
- Mohammad Diab, MD, Professor
- Anthony Ding, MD, Assistant Professor
- Sara Edwards, MD, Associate Professor
- Ashraf El Naga, MD, Assistant Professor
- Brian Feeley, MD, Professor in Residence and Associate Program Director
- Erik Hansen, MD, Associate Professor
- Igor Immerman, MD, Assistant Professor
- Jason Jagodzinski, MD, Assistant Professor
- Michelle James, MD, Chief of Orthopaedic Surgery, Shriners
- Utku Kandemir, MD, Professor
- "Hubert Kim, MD,
PhD, Program Director and Vice Chair"
- "Afred Kuo, MD,
PhD, Professor"
- Drew Lansdown, MD, Assistant Professor
- Elly LaRoque, MD, Professor
- Nicolas Lee, MD, MS, Associate Professor
- Kristin Livingston, MD, Associate Professor
- Benjamin Ma, MD, Professor
- Meir Marmor, MD, Associate Professor
- Lionel Metz, MD, Assistant Professor
- Theodore Miclau, MD, Professor
- Saam Morshed, MD, Associate Professor
- Richard O'Donnell, MD, Professor
- Kirstina Olson, MD, Associate Professor
- Nirav Pandya, MD, Associate Professor
- Lisa Pascual, MD, Professor
- Coleen Sabatini, MD, Associate Professor
- Sanjeev Sabharwal, MD, MPH, Professor
- Lauren Santiesteban, MD, Assistant Professor
- Nicole Schroeder, MD, Professor and Associate Program Director
- Lauren Shapiro, MD, MS, Assistant Professor
- David Shearer, MD, Assistant Professor
- Jennifer Tangtiphaibontana, MD, Assistant Professor
- Bobby Tay, MD, Professor
- Alexander Theologis, MD, Assistant Professor
- Daniel Thuillier, MD, Associate Professor
- Paul Toogood, MD, Assistant Professor
- Thomas Vail, MD, Professor and Chair
- Derek Ward, MD, Assistant Professor

- Stephanie Wong, MD, Assistant Professor
- Rosanna Wustrack, MD, Associate Professor
- Alan Zhang, MD, Associate Professor

Instructional Facilities

- UCSF Medical Center at Parnassus, San Francisco, CA
- Orthopaedic Institute at Mission Bay, San Francisco, CA
- Zuckerberg San Francisco General Hospital and Trauma Center, San Francisco, CA
- San Francisco Veterans Affairs Medical Center, San Francisco, CA
- Mission Bay Adult and Benioff Children's Hospital, San Francisco, CA
- UCSF Benioff Children's Hospital Oakland, Oakland, CA
- Shriners Hospitals for Children, Sacramento, CA
- California Pacific Medical Center, San Francisco, CA

Entrance Requirements

In accordance with ACGME requirements for graduate medical education, the UCSF School of Medicine GME eligibility policy applies to all residency and fellowship programs and may be found in the 2022-2023 Housestaff Information Booklet (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>).

The program specific information can be found at: orthosurgery.ucsf.edu/education/residency/residency-apply (<https://orthosurgery.ucsf.edu/education/residency/residency-apply/>).

Policies

Enrollment Policy

In accordance with ACGME requirements for graduate medical education, UCSF School of Medicine GME policies apply to all residency and fellowship programs and may be found in the 2022-2023 Housestaff Information Booklet (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>).

Credit Evaluation Policy

In accordance with ACGME requirements for graduate medical education, the UCSF School of Medicine GME supervision, evaluation, and other policies apply to all residency and fellowship programs and may be found in the 2022-2023 Housestaff Information Booklet (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>).

Each program has a multisource learner assessment program in accordance with ACGME, UCSF GME, and program policies and requirements.

All faculty and trainees are educated about fatigue in GME training and adept at recognizing fatigue in themselves and others. In accordance with ACGME requirements for graduate medical education, the UCSF School of Medicine GME fatigue mitigation policy applies to all residency and fellowship programs and may be found in the 2022-2023 Housestaff Information Booklet (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>).

Attendance Policy

In accordance with ACGME requirements for graduate medical education, the UCSF School of Medicine GME leave policy, which addresses vacation, sick, parental, and other leave, applies to all residency and fellowship programs and may be found in the 2022-2023 Housestaff Information Booklet (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>).

- Absence: Refer to the GME leave policy in the 2022-2023 Housestaff Information Booklet (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>).
- Tardiness: Fellows are expected to contact their site preceptor by 8:30 a.m. to indicate if they will be late or absent that day for any reason, notify the Chief resident, and to document absence in the MedHub system.
- Interruption for Unsatisfactory Attendance: Interruption for unsatisfactory attendance is addressed through the established UCSF GME disciplinary mechanisms noted elsewhere in this document. Fellows taking more than the allowed vacation/sick time may be required to extend their fellowship past the normal graduation date.
- Cutting Classes: Fellows must attend a minimum of 70% of conferences during their fellowship and unsatisfactory attendance will be reviewed at the semi-annual Clinical Competency Committee. If needed the fellow will be put on a remediation plan until the situation is rectified.
- Make-up Work: Missed conferences that have been recorded will be available for later viewing. Other missed conferences are made up at the discretion of the program director.
- Leave of Absence: Refer to the GME leave policy in the 2022-2023 Housestaff Information Booklet (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>).

Policy on Academic Progress

The medical education of physicians to practice independently is experiential and necessarily occurs within the context of the health care delivery system. Developing the skills, knowledge and attitudes leading to proficiency in all the domains of clinical competency requires the resident and fellow physician to assume personal responsibility for the care of individual patients. For the resident and fellow, the essential learning activity is interaction with patients under guidance and supervision of faculty members who give value, context, and meaning to those interactions. As residents and fellows gain experience and demonstrate growth in their ability to care for patients, they assume roles that permit them to exercise those skills with greater independence. This concept – graded and progressive responsibility – is one of the core tenets of American GME. Supervision in the GME setting has the goals of assuring the provision of safe and effective care to the individual patient; assuring each resident or fellow's development of the skills, knowledge, and attitudes required to enter the unsupervised practice of medicine; and establishing a foundation for continued professional growth.

The program director is responsible for the content and conduct of all educational activities at all teaching sites.

Trainee performance and progress are evaluated by program faculty verbally and in writing with progression consistent with ACGME milestones assessed twice yearly by the Clinical Competency Committee and further reviewed by the Residency Advisory Committee. These formal

mechanisms are in place for monitoring and documenting each trainee's acquisition of fundamental knowledge and clinical skills and overall performance throughout the academic year.

Trainees are supervised by faculty and given regular feedback on their performance in real-time and at regular intervals from the program director or associate program director with input from the Clinical Competency Committee (CCC), as noted. If a trainee is not meeting expectations or experiencing difficulties, the program director will determine if remediation is needed.

In the event academic action is necessary, policies and procedures must follow the UCSF GME academic due process policy (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf#page=21>).

Trainee Responsibilities

UCSF residents and fellows are expected to:

- Develop a personal program of self-study and professional growth with guidance from the faculty;
- Participate in safe, effective, and compassionate patient care under supervision commensurate with their level of advancement and responsibility;
- Participate fully in the educational and scholarly activities of their program and as required, assume responsibility for teaching and supervising other residents, fellows, and students;
- Participate in institutional programs and activities involving the medical staff and adhere to established practices, procedures, and policies of the institution;
- Participate in institutional committees and councils, especially those that relate to patient care activities;
- Participate in evaluation of the quality of education provided by the program;
- Develop an understanding of ethical, socioeconomic, and medical/legal issues that affect graduate medical education and how to apply cost containment measures in the provision of patient care;
- Comply with established ethical behavior and practices;
- Adhere to federal, state, and campus deadlines and requirements regarding licensure and registration for the practice of medicine;
- Respond to the Office of GME (OGME) and the home program/department for information related to position/rank and function;
- Adhere to all departmental, School of Medicine, GME, and ACGME policies and procedures.

Benefits/Leave

UCSF residents and fellows are entitled to four (4) work weeks of vacation, 12 sick days, and eight weeks of paid parental leave annually. Find more information about trainee leaves (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>). More information about benefits can be found at orthosurgery.ucsf.edu/education/residency/residency-benefits/.

Time spent away from the program may impact program completion per American Board requirements. Programs are required to provide timely notice of the effect of leave(s) on the ability of trainees to satisfy requirements for completion.

UCSF Hospital System Responsibilities

- Sleep rooms and lounges: Sleep rooms and lounges for residents and fellows are provided at rotation sites. They may use for overnight call and napping.
- Uniforms: One long white coat is issued to new residents.
- Work Hours: UCSF GME work hour policy applies to all residents and fellows and may be found in the 2022-2023 Housestaff Information Booklet (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf>).
- Communication: Pagers, email addresses, and access to the UCSF network are provided to all residents and fellows when they start their training.
- Library: All trainees have access to the UCSF library, both in-person and online. They also have access to libraries at the sites in which they rotate.

Salaries

Trainee salaries are determined through collective bargaining with CIR-SEIU Healthcare, the exclusive representative of UCSF residents and fellows. If program policy allows, trainees may elect to moonlight. Find the UCSF GME moonlighting policy (<https://meded.ucsf.edu/sites/meded.ucsf.edu/files/inline-files/Housestaff%20Info%20Booklet%202022-2023%20rev09.2022.pdf#page=59>) in the 2022-2023 Housestaff Information Booklet.