



Association of Pediatric Surgery Training Program Directors

Scholars of Inclusive Excellence Program

The Association of Pediatric Surgery Training Program Directors (APSTPD) has created the Scholars of Inclusive Excellence Program to encourage General Surgery Residents with a diversity of backgrounds and experiences to consider a career in Pediatric Surgery. This program is aimed at 1st and 2nd year General Surgery residents who might not be training in a program with consistent mentorship from Pediatric Surgeons. The goal is to offset systemic barriers to considering Pediatric Surgery by sponsoring them to attend an American Pediatric Surgical Association (APSA) meeting, allowing interaction with Pediatric Surgeons on a formal and informal basis.

Background: Presently, the pediatric surgery workforce at large does not reflect the population it serves. Increasing inclusivity and representation in the pediatric surgeon workforce is critical to addressing healthcare disparities. Some applicants who are interested in careers in pediatric surgery may face significant challenges including systemic barriers, lack of mentors/sponsors, and limited financial resources. Attending the APSA annual meeting is a unique opportunity for trainees to learn more about a career in pediatric surgery and connect with mentors and sponsors outside of their home programs.

Goals and Objectives: The APSTPD will sponsor two residents per year to attend the APSA annual meeting. APSTPD sponsorship (up to \$2,000) includes meeting registration, accommodations, coach airfare, and ground transportation to and from the airport.

The Scholars of Inclusive Excellence will benefit from formal and informal networking opportunities and a mentorship dinner.

Eligibility Criteria:

- PGY 1 or 2 general surgery resident with a stated interest in pediatric surgery and at least one of the following criteria:
 - Diversity of background or experience
 - Commitment to creating an inclusive pediatric surgery workforce

Application information to include:

- Name
- Training Program
- Why the person is eligible/which criteria apply.
- Letter of support elaborating on characteristics of the nominated individual and how they would benefit from participation.
- Brief personal statement from resident detailing their interest in attending the APSA meeting (<500 words).

Successful applicants will be asked to summarize their experience after attending the meeting and provide feedback so we can improve for future cohorts of APSTPD Scholars of Inclusive Excellence. We will also require participation in longitudinal follow-up surveys to track progress in terms of the metrics listed below.

Metrics to track:

- Participant demographics
- % going on to apply for ped surg fellowship
- % who match
- Practice type
- Program evaluation

Applications should be submitted to Scottie Wahlstrom, administrator for the APSTPD at LorenBerman1@gmail.com by March 15, 2025 for consideration for the Spring 2025 APSA meeting.