

Changing the Culture: Increasing And Sustaining Anesthesiology Resident Physician Publication Rates

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Authorship of scientific publications is vital for medical advancement

Nevertheless, residencies across various specialties experience difficulty in having their trainees author scientific publications.

Introducing Sustainable and Effective Cultural Changes



By **empowering freedom of choice as well as raising awareness and social value of local scholarly activities**, leadership sought to increase scholarly activity by implementing a departmental **cultural change**

A **Scholarly Works Activities** Policy was created and embraced

The policy outlined a point system requiring residents to attain at least 10 points for graduation



Supporting the New Academic Mission:

- Active support of resident scholarly work
- Engagement of faculty to raise awareness
- Recognition of those who produce work
- Providing residents freedom of choice empowered them to tailor their activity



Low impact activities earn 1-2 points

Published manuscripts earn 10 or more points

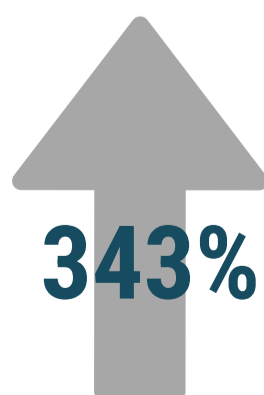


The senior resident with the highest number of scholarly activities received multiple prestigious awards at the graduation ceremony



Higher cultural value was also placed on faculty promotion, allowing faculty members to share in the same goal as residents

Resident-authored publications increased



Maintaining a culture of inquiry contributes to lifelong learning...



...scholarly inquiry inspires trainees to remain in academic medicine