

The Endocrine Center at the Diakonie-Klinikum Stuttgart *Endocrine Surgery Fellowship* program

Scope and Aims

The Diakonie Klinikum Stuttgart has a long tradition in Endocrine Surgery and is recognized for its dedicated Endocrine Surgeons. In 2016, the Endocrine Center Stuttgart was initialized at the Diakonie Klinikum as an Integrated Process Unit to better serve the complex needs and challenges of patients with endocrine conditions.

The Endocrine Center (EC) delivers high-value care for endocrine medical conditions. At its core, it aims to achieve the best outcomes and to improve value for patients, where value is defined as health outcomes achieved that matter to patients. The main perspective of the EC is maximizing value for patients by continuously improving a patient-centered, concentrated, high-value care system organized around the needs of patients with endocrine conditions.

The StudyCenter of the Endocrine Center Stuttgart engages in clinical studies and research with a broad range of topics including endocrine oncology, thus bringing the latest developments of individualized anti-tumor therapy into practice. The Endocrine Center's Outcome Research Unit routinely measures and reports a broad set of operational and patient reported outcome parameter, allowing for continuous improvement of performance.

The Endocrine Center Stuttgart has a large and experienced group of Endocrine Specialists, including surgeons with a special expertise in head and neck endocrine surgery, adrenal diseases and GEP-Neuroendocrine Tumors. They are particularly recognized for their performance of complex procedures with safety and satisfactory outcomes.

Inherent to the concept of value based medicine, a tradition of comprehensive in house training has been cultivated for many years by the Staff Surgeons of this Center and surgeons from all over the country have joined the team for seminars, operative courses or short term hospitalizations. As the Center continues to grow, these training programs expand. Beginning with the 2017 term, the Diakonie-Klinikum will be the host of an Endocrine Head&Neck Surgery Fellowship program. This program invites experienced surgeons to broaden their perspective on focused Endocrine Surgery and to familiarize with our perspective of value-based-health care delivery.

Department and Staff

The Department of Endocrine Surgery at the Diakonie-Klinikum in Stuttgart, is one of the largest Departments of Endocrine Surgery in Germany. It is one of five subspeciality Departments of the Department of Surgery at the Diakonie Klinikum in Stuttgart. It is embedded within the Endocrine Center Stuttgart, a multi-professional and multi-disciplinary Integrated Process Unit for Endocrine Conditions.

With a case load of some 6500 out-patients visiting the Endocrine Clinics and close to 1800 patients admitted for treatment on our interdisciplinary wards, the Endocrine Center Stuttgart is one of the largest endocrine hospital facilities in South-West-Germany.

The EZS takes care for several hundred oncologic cases annually with a broad spectrum of endocrine cancers, including thyroid conditions as well as adrenocortical cancer.

Highly specialized Staff Surgeons of the Endocrine Surgery Department (Chair: Prof. Dr.

Andreas Zielke MD, MBA, FACS) perform more than 1700 endocrine operations annually. They are particularly recognized for their performance of complex procedures with safety and satisfactory outcomes. They are supported by specialized abdominal and plastic-reconstructive surgeons to jointly perform operations related to metastatic and abdominal endocrine malignancies. The volume of Head & Neck endocrine surgeries at the Endocrine Center Stuttgart is equal to or greater than any other medical facility in Germany and includes:

Category „ Head&Neck Endocrine“	Cases in 2014	Cases in 2015
Thyroid benign nodular conditions	1150	1125
Thyroid autoimmune diseases	235	275
Thyroid carcinoma	135	128
Thyroid repeat surgery	86	69
Parathyroid conditions	110	103

Clinical training

In order to achieve a multidisciplinary experience and to achieve technical surgical excellence, the proposed schedule for the EC fellowship program will be:

Endocrine Surgery Fellowship Rotation	Length
Head-Neck Endocrine Surgery	10 months
Endocrinology	1 month
ENT, Nuclear Medicine, Cytopathology, RAI-Treatment Facility (one week rotations ea.)	1 month (combined)

An operative log will be maintained to document and record trainee operative experiences. This will be reviewed regularly by the Program Director and any deficiencies promptly rectified.

Brief description of the rotations

Endocrine Surgery: You evaluate patients with endocrine disorders, consider indications and contraindications for surgical procedures, and make appropriate surgical recommendations that are understood by the patient. During this rotation, you develop and demonstrate operative expertise and proficiency in primary and reoperative endocrine conditions, including preoperative considerations, perioperative management, surgical controversies, follow-up, and prognosis. You attend and present patients and case histories to the Endocrine Board Meetings.

You participate in educational activities, mentoring junior surgical staff members as well as nurse staff during surgical rotations and are responsible for two presentations at the Surgical Departments Weekly Education Conference. You attend the annual German Association of Endocrine Surgeons Conference – hosted by the CAEK.

During this rotation and with the support of the EC Study Center (ECSC), you also develop at least one idea that leads to a manuscript and a presentation at a national meeting.

Endocrinology: You gain valuable non-surgical perspective during this rotation, as you enhance your ability to recognize and logically evaluate endocrine problems of specific interest to an endocrine surgeon. You also spend two weeks in the Endocrine Clinic and

several weeks one-on-one with key clinically experienced faculty specialists in thyroid, parathyroid, HHAA, GEP-NEN and the endocrine pancreas. Additionally, you may participate and gain qualification during a Thyroid and Parathyroid Ultrasound course.

ENT, Cytopathology, Nuclear Medicine, RAI-Treatment Facility, General Oncology and Percutaneous Radiation Therapy: During this rotation, you will spend one week each with the most important co-workers of the Endocrine Surgeon. This experience includes extramural consultations, didactic lectures, one-on-one teaching and one-week-rotations at our on-site cytology and frozen section Lab, our Nuclear Medicine Department, our South-West-German PET-CT-Center and the collaborating RAI-Treatment Facility of the ECS. You enhance your ability to recognize endocrine pathology and cytology limitations of distinguishing benign from malignant lesions and gain insight into the application and interpretation of advanced technologies. Also you may attend and perform percutaneous fine needle aspiration cytology. During the ENT rotation you learn skills in vocal cord examination, using indirect laryngoscopy and flexible scope. Together with our speech therapists you will gain experience in evidence based assessment of speech impairment following neck surgery. During your rotation at our PET-CT Center and our collaborating RAI-Treatment Facility you gain experience in topic nuclear medicine technologies, such as Sestamibi, PET scan, MIBG and DOTATOC and current protocols of RAI treatment and radio-ligand therapy. Optional rotations include the Department of General Oncology, the Therapeutic Radiation Department as well as rotations to our affiliated endocrine Private Practices.

Training on our Value Based Health Care Agenda

“The proper goal for any health care delivery system is to improve the value delivered to patients.... To properly manage value, both outcomes and cost must be measured at the patient level “ M.E.Porter, 2012.

You learn how Key Performance Indicators (KPI) can be created, measured, prepared for reporting and used to address all areas of process orientated quality assurance and improvement. You will learn how to create and use a KPI-Dashboard to properly assess the relationship between clinical and patient reported quality indicators and key business parameter, ensuring your ability to address high quality development and economic efficiency of processes from both sides. With the help of our experts of the Outcome Research Unit, you will also get involved in ongoing activities, exploring specific tools such as Cost-Minimization-Analysis (CMA) or Time-Driven-Activity-Based-Costing (TD-ABC). The Endocrine Center makes use of these tools to obtain the actual costs of treating individual patients with endocrine conditions over their full cycle of care delivery - linking costs to process improvement and outcome. These tools are a prerequisite to be able to manage and improve the cost – outcome relationship.

Didactic training

You participate in regular didactic programs as an integral part of this fellowship. Such opportunities include:

- Morning Conference Endocrine Surgery
- Afternoon Endocrinology Conferences
- Weekly Endocrine Oncology Board Meeting
- Weekly Department of Surgery Education Conference
- Biweekly Endocrine Research Board Meetings
- Monthly Endocrine Surgery Mortality and Morbidity Conferences

Research training

Clinical research is an integral part of this program and you are expected to engage in clinical research during your stay. The Endocrine Center's Outcomes Research Unit will assist and mentor your research activities. You will design and implement clinical research protocols or retrospective studies. Supervision and mentoring is available from the Study Nurses, Staff Surgeons and related disciplines. You attend the regular meetings of the Endocrine Research Board and prepare for your scholarly activity such as presentations at national meetings, lectures at the Surgical Departments Weekly Education Conference and publications.

Evaluation of Progress

To ensure you gain proficiency and develop the required technical skills, your performance is monitored throughout this program. You are formally evaluated by your supervising Staff Surgeon following the completion of each clinical rotation; and then meet accordingly with the program director quarterly to review these evaluations. In addition, you regularly evaluate the faculty to ensure your educational goals are being met.

Qualifications of Applicants

The Endocrine Center at the Diakonie-Klinikum in Stuttgart accepts highly qualified residents and fellows for its training program. The program is specific for head and neck Endocrine Surgery and designed to meet the needs of residents aiming for specialization in Endocrine Surgery in a highly dedicated multi-professional and multidisciplinary tertiary care facility. At its core, the Endocrine Surgery Fellow Program is designed for Surgeons aiming to master the European Board of Surgery Examination in Endocrine Surgery.

Applicants for the Endocrine Surgery Fellowship must have successfully completed a Surgery Training Program in Germany or within an EU-accredited program abroad. They must be eligible to or hold a licence to practice as a Board Certified General Surgeon in Germany. In order to meet the standards of the curriculum and to perform the essential functions of the specialty, applicants should critically reflect on these qualities: Ability to learn and function in a setting of permanent (very) high performance, emotional stability and maturity, empathy for others, physical and mental stamina, critical thinking skills and sound judgment and a high level of manual skills. Successful candidates will already have had significant exposure to Endocrine Surgery and typically already exhibit strong qualifications for this surgical subspecialty.

General admissions requirements

The Fellowship program is open to EU citizens, permanent EU immigrants and international applicants provided the applicant is a qualified graduate of accredited medical schools in Germany or the EU. Graduates from medical schools outside Germany and the EU aiming to apply for the program must be certified by the Landesprüfungsamt Baden-Württemberg to practice as a physician in order to qualify for admission.

All applicants must upload scanned copies of transcripts from each graduate school and medical school attended and must also provide certified or notarized translations of documents originally written in a language other than German or English. Applicants who receive an appointment need to request an official transcript from their school(s). Successful candidates must fulfill all applicable licensure eligibility requirements before starting the fellowship. Prior to admission a health review and immunization record are required as well as a criminal background check and drug screening.

Application Process

Positions

This fellowship program admits a maximum of two 12 Month positions each year on a competitive basis. The duration of a full Endocrine Surgery Fellowship, enabling to apply for the EBSQ-exam in Head and Neck Endocrine Surgery, is 24 Months.

Dates

The EZS Endocrine Surgery Fellowship residency and fellowship program appointments usually begin in the first week of January each year.

How to Apply

Candidates are requested to submit their applications and the requested documents online via: EZS-Diak-Stuttgart.de, using the information posted here. You may enter your application any time, however, decisions on positions are made at least 6-12 Months in advance. If you have questions, please call the EZS Main Office at +49 711 991 3301. After review of the initial application material, you may be asked to visit the Diakonie-Klinikum for interviews with the Program Director and selected faculty. Interviews are typically held each year in August and September.

Materials required to apply

All applications to the EZS Endocrine Surgery fellowship must include these materials as supporting documentation:

- Curriculum vitae (describe your activities with professional societies, publications, and any other relevant information about your education or experience).
- Personal statement of your professional goals
- Copy of diploma from your medical school, graduate school and postdoc training (if any)
- Official final transcripts: these transcripts must indicate the degree earned and the date conferred from the medical school. Copy of completion certificate from each of your prior residency and/or fellowship training programs. If you graduated from a medical school and completed a residency and/or fellowship program outside Germany and the EU, a certificate of equivalence issued by the Landesprüfungsamt Baden-Württemberg is required. Scanned copies may be acceptable to initiate the application process. However, if you receive an appointment, official copies will be requested and certified or notarized translations of documents originally written in a language other than German or English must be provided.
- Three original letters of recommendation, from your thesis adviser, physicians or faculty members who are thoroughly familiar with your work. If you have had prior residency training, your program director may provide for a letter of recommendation. Each letter should include the writer's opinion of your professional, academic, and personal qualifications and your potential success in the subspeciality of Endocrine Surgery.

Program Contacts

For more information about the EC Endocrine Surgery Fellowship Program, contact:

- Mirjam Busch MD, Attending Surgeon, Endocrine Surgery Fellowship Director
Phone: +49 711 991 3300
- Barbara Leitner PhD, Endocrine Surgery Fellowship Research and Education Coordinator,
Phone: +49 711 991 2545

For email requests concerning the ESF-program, please include:

- Your name, address and phone number
- Your medical school and year of graduation
- Your previous residency or fellowship training,
- The name of the residency or fellowship which you are currently attending

Compensation and Benefits

Diakonie-Klinikum provided benefits and assistance programs are available to those appointed to the ESF for at least one year in length.

Diakonie-Klinikum paid benefits

- Full term employee contract aligned to TVöD (Anlage A VKA) AVR – Württemberg, EG 15
- Vacation (30 working days a year)
- Short-term disability plan (sick leave up to three months)
- Vaccination assistance plan (provided by the Betriebsarzt of the Diakonie-Klinikum)

Diakonie Klinikum other benefits

- Diakonie Klinikum Dormitory subsidized housing
- Paid and unpaid leaves of absence
- Meal subsidy for Fellows
- Free Parking

Diakonie-Services and support groups

The Diakonie Klinikum is proud to offer a variety of services to assist fellows and their families during training. Many, but not all of the services shown are available at any given time.

University of Tübingen Fellows Associations. These organizations are dedicated to maintaining excellence in residency and fellowship education as well as encouraging closer social and professional relationships among members.

Financial and insurance counseling. Advisers are available to help with personal financial questions.

Employee Assistance Program. Professional, confidential assistance is provided to address professional or personal problems.

Employment opportunities. Guidance is available for spouses, partners or significant others interested in employment opportunities.

Child care referral. Referrals to child care and preschool programs are available. The Diakonie-Klinikum hosts a Kindergarden and preschool facility, that staff members may use.

Child illness care. Provides help to care for your ill child.

Activities programs. Special events and services are offered in four activity areas: social and family, culture, recreation, and education.

Spiritual Growth Programs. Bibelwoche and Einkehrwoche. These spiritual services are provided for by the Diakonie-Klinikum with a year round program addressing the spiritual and religious health care delivery context of this Hospital.

Fitness Center (Pulse Stuttgart). For a reduced fee, Fellows and their spouses may join the PULSE Stuttgart Fitness Center. The fitness center membership allows access to two locations that offer personal exercise consultations and a variety of training programs.