# Table of Contents

I. Introduction .......................................................................................................................... 3-8  
   a. Program Director .............................................................................................................. 3  
   b. Program Coordinator ....................................................................................................... 4  
   c. Program Faculty & Staff .................................................................................................. 4  
   d. Program Overview .......................................................................................................... 4-5  
   e. Clinical Rotations ........................................................................................................... 5  
   f. Continuing Medical Education ....................................................................................... 6-7  
   g. Department of Surgery Mission Statement ..................................................................... 7  
   h. Physician Assistant Surgical Residency Program Mission Statement ......................... 8  

II. General Policies & Procedures ......................................................................................... 8-11  
   a. Applicants & Pre-Requisites ......................................................................................... 8  
   b. BLS & ACLS Certifications ......................................................................................... 8  
   c. Duty Hours ................................................................................................................... 8-9  
   d. New Innovations .......................................................................................................... 9  
   e. Performance Evaluations ............................................................................................. 9  
   f. Rotation Evaluations .................................................................................................... 10  
   g. Faculty Evaluations ....................................................................................................... 10  
   h. Moonlighting ................................................................................................................ 10  
   i. Academic Standards & Training Objectives ............................................................... 10-11  

III. Resident Resources ......................................................................................................... 11-15  
   a. Onboarding ................................................................................................................... 11  
   b. Housing ......................................................................................................................... 12  
   c. Stipend & Benefits ....................................................................................................... 12  
   d. Vacation & Sick-Leave ................................................................................................. 12  
   e. Campus ......................................................................................................................... 13  
   f. Office of Surgery Education ......................................................................................... 13  

IV. FAQs & Tips ..................................................................................................................... 14-15
Introduction

Welcome to the University of Florida Department of Surgery Physician Assistant Surgical Residency (PASR) Program and to Gainesville, FL, home of the Florida Gators. In collaboration with UF Health Shands Hospital, the UF School of Physician Assistant Studies, and the department’s own ACGME-accredited General Surgery residency, we are proud to offer an intensive 12-month training program designed to provide PAs with the fundamental knowledge, technical skills, and confidence necessary to embark on a fulfilling career as a surgical PA.

Founded in 2015 as an extension of the General Surgery residency, our program has since graduated 25 surgical PAs, who have gone on to pursue meaningful careers in their chosen specialties at highly-ranked academic and private surgical institutions, including our very own UF Shands Hospital. While one of our program’s primary objectives is to ultimately have graduates join UF Shands as highly valued, specialty-trained surgical physician assistants, this is not a prerequisite for matriculation and/or graduation.

Our mission is to advance the collective progress of surgical innovation and the future of medicine by creating proficient and dedicated physician assistants capable of administering exceptional patient care in a surgical environment at a high-volume tertiary care referral center.

Our department has a long history of training outstanding clinical surgeons and leaders in academic surgery. Our residency offers a rigorous clinical experience and fosters a strong culture of collegiality among residents, faculty, and staff. Residents will have the opportunity to work side by side with renowned surgical attendings in an academic, tertiary care setting, caring for highly complex patients with rare disease processes and multiple comorbidities. This program is tailored to enable graduates of PA programs, who are highly motivated to enter a surgical specialty, to extend their training for 12 months in order to gain the technical and soft skills needed for a career as a surgical PA. Program residents train alongside our traditional MD and/or DO general surgery residents and, for all intents and purposes, will experience the residency as a traditional first-year general surgery resident.

Program Director

The program director (PD) is responsible for the management of the PASR, including but not limited to the following duties:

- Quarterly resident evaluations, assuring resident progression along program-defined milestones. This includes remediation, if needed.
- Completion of alumni letters of recommendation & credentialing needs.
- Recruitment & matriculation of residents into program.
- Maintenance of the PASR budget.
- Management of program faculty & program coordinator.
- Maintenance of ARC-PA accreditation, if-applicable, & with UF Graduate Medical Education regulations for Non-ACGME accredited programs.
- Graduation of residents following meeting program requirements.
Program Coordinator

The program coordinator (PC) is responsible for the day-to-day management of the PASR, including but not limited to the following duties:

- Coordination and transcription of quarterly resident evaluations, assuring resident progression along program-defined milestones. This includes remediation, if needed.
- Schedule & facilitate interviews of PASR applicants, including securing interview rooms, and if in-person, arranging breakfast, lunch, and refreshments as needed per program budget.
- Onboard new PA surgical residents in line with the hiring guidelines as set by the UF College of Medicine Office of Graduate Medical Education & UF College of Medicine Department of Surgery. This includes obtaining a unique UF ID number, building access, Shands Scrub access, parking pass, white coat, GME meal allowance, etc.
- Assist new PA surgical residents in obtaining their State of Florida PA license.
- Facilitate credentialing of new PA surgical residents with the UF Health Shands Medical Staff Administration office.
- Alongside the PD, monitoring and maintaining the PASR budget.
- Maintenance of ARC-PA accreditation, if-applicable, & with UF Graduate Medical Education regulations for Non-ACGME accredited programs.
- Organization of PA graduation dinner & graduation certificates.

Program Faculty & Staff

Mazen Al-Mansour, MBBS
Assistant Professor, Department of Surgery
Program Director, Physician Assistant Surgical Residency

Cameron Ghalayini
Residency/Fellowship Program Coordinator, Department of Surgery

Program Overview

Our program is designed to train competent physician assistants who are capable of providing a continuum of care for their surgical patients. Emphasis is placed on pre-operative and post-operative care, with adequate importance given to operative skills. As a PASR, you will be responsible for daily patient care, which includes completing histories and physical examinations, ordering and interpreting appropriate laboratory and diagnostic tests, implementing treatment plans, formulating discharge plans, and responding to floor emergencies. You will not be alone in this journey; you will work as a member of the surgical team. This multidisciplinary team includes junior and senior residents, chief residents, attending physicians, advanced practice providers, nurses, social workers, and others who are dedicated to improving patient outcomes and quality of life.
As a PASR, you are expected to adhere to duty hour requirements, which typically equate to 6 days "on" and 1 day "off", or 12 days "on" and 2 days "off". You are entitled to 3 weeks, or 15 days, of vacation leave and 2 weeks, or 10 days, of sick leave annually. Detailed guidelines regarding duty hours and leave policies will be provided subsequently.

Rotations

All clinical duties are performed at UF Health Shands, which includes the UF Health Shands North Tower, South Tower, and East Tower. The East Tower is also referred to as HVN, or the Heart-Vascular-Neuro Hospital. No clinical duties will be performed at the Malcolm Randall Veterans Affairs Medical Center.

Rotations are scheduled by the program director, coordinator, and general surgery chief administrative residents, who oversee the schedules of both traditional and physician assistant general surgery residents.

Successful completion of all assigned rotations is required to graduate from the PASR program.

Over the course of your 12-month training, you will rotate through the following services in one-month blocks, with an optional elective block:

- Acute Care Surgery (ACS)
- Breast/Melanoma/Sarcoma/Endocrine Surgery (BMSE)
- Burn Surgery
- Colorectal & Minimally Invasive Surgery (CRS/MIS or GI Surg)
- Pancreas/Biliary Surgery (PBS or Surg Onc)
- Pediatric Surgery
- Plastic Surgery
- Shands Intensive Care Unit (SICU)
- Trauma
- Transplant Surgery
- Vascular Surgery
- Elective* (Cardiac, Orthopedic, Urology, ENT, OMFS, Thoracic, Abdominal Wall, Pediatric Congenital Heart, Repeat Previous)

*Unless previously discussed with the program director, elective rotations will take place in the third or fourth quarter of your training period.

PASRs are scheduled to rotate through the various specialties and sub-specialties to enrich their surgical experience. Every effort will be made to accommodate a PASR request for their clinical rotations. Any concerns, conflicts, or changes should be brought to the attention of the program director AND coordinator. Due to resident staffing issues, rotation schedules may be subject to change throughout the year at the discretion of the program director for the PA Surgical Residency Program & the program director of the traditional, MD Surgical Residency Program.
Continuing Medical Education

In the Department of Surgery, we understand just how important it is for physician assistants to gain Continuing Medical Education (CME) credits, thus CME credits are awarded to those physician assistant residents who attended weekly Grand Rounds & Morbidity & Mortality (M&M) conferences. Hours are reported, to the UF Office of Continuing Medical Education, for those residents whose attendance is recorded at these conferences. It is the duty of the PA resident to ensure that they check-in to these events and are marked as in attendance.

Questions regarding confirmation of hours & more can be found at the below link, an FAQ page provided by the UF Office of CME: https://cme.ufl.edu/faq/general-course-participant-faq/. While there is the potential for the PASR program to host CME conferences and/or programs of our own, these are at the discretion of the program director. The PASR program coordinator does not manage CME credits.

Continuing, the UF General Surgery residency hosts weekly curriculum for their residents, the PASR program does not require that PA residents attend these sessions, but it is HIGHLY RECOMMENDED that PA residents attend these sessions. These curriculum assignments are vital resources for resident education & social wellness. They serve as an easy way for PA residents to immerse themselves into the general surgery residency cohort. Further, this education time is protected time in which residents are exempt from clinical duties, including PA residents. If not present at weekly didactics it is required that residents are present at their respective service.

Conferences & Courses (Definitions provided by the UF General Surgery Residency):

- **Grand Rounds (Faculty, Residents, Students, & Staff)**
  - The University of Florida Grand Rounds Series is held each Friday morning and provides an opportunity for faculty, residents, students, and staff to explore new information appropriate to the surgical community, including innovations in surgical practice and novel approaches to the treatment and management of surgical patients, supporting collaborative and continuous learning for all clinicians in the department.

- **M&M (Faculty, Residents, Students, & Staff)**
  - Morbidity and Mortality Conference is a component of professional education and quality improvement as defined in ACGME program requirements. Therefore, the conference is considered a required activity for all accredited surgery training programs. The review of surgical complications and their relationship to current surgical literature, hospital standards, practice guidelines, and other quality assurance data points has been shown to improve patient care. This conference is an essential part of every surgical department. The need to reflect upon one’s daily practice and seek methods for improvement is critically important to the growth and development of all clinicians.

- **Junior Level SCORE Course (PGY-1 & PGY-2)**
- **PGY401 (PGY-3 & PGY-4)**
- **PGY501 (Chief Residents)**
An example of weekly curriculum assignments is below, these assignments are sent out weekly via email by the general surgery program coordinator, Ting Wang:

<table>
<thead>
<tr>
<th>M&amp;M: 7:00AM – 7:45AM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location: Communicore C1-15</td>
</tr>
<tr>
<td>See email announcements for additional details.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PGY401: 7:45AM – 8:30AM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Topic: Breast, Part 1</td>
</tr>
<tr>
<td>Resident Presenter: Dr. Herremans</td>
</tr>
<tr>
<td>Moderating: Dr. Fieber</td>
</tr>
<tr>
<td>Location: Communicore C2-033</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SCORE: 7:45AM – 8:30AM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Topic: Endoscopy</td>
</tr>
<tr>
<td>Resident Presenter: Dr. Powers</td>
</tr>
<tr>
<td>Moderating: Dr. Terracina</td>
</tr>
<tr>
<td>Location: Communicore C1-003</td>
</tr>
</tbody>
</table>

23-24 academic year

<table>
<thead>
<tr>
<th>No Chief Resident Curriculum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resident Meeting: 8:30AM – 9:30AM</td>
</tr>
<tr>
<td>Topic: Wellness</td>
</tr>
<tr>
<td>Location: Communicore C1-003</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Skills Lab: 9:30AM – 10:30AM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Topic: PGY1 Surgical Olympics Skills Refresher</td>
</tr>
<tr>
<td>Instructor: Dr. Loftus</td>
</tr>
<tr>
<td>Who Attends: PGY1</td>
</tr>
<tr>
<td>Location: HMEB Room 469 (Harrell Medical Education Building)</td>
</tr>
</tbody>
</table>

Modules (linked below):
- Esophagastroduodenoscopy
- Lower GI Endoscopy
- Bronchoscopy and Bronchoalveolar Lavage

Department of Surgery Mission Statement

The department is dedicated to achieving the following missions:

- To provide our patients with compassionate, skilled and innovative surgical care of the highest quality.
- To develop exemplary surgeons by educating students, residents and fellows in the humanistic, scientific and practical aspects of surgery.
- To foster discovery in basic and translational research, and develop innovative and entrepreneurial approaches to meeting the needs of the surgical patient.
- To promote professional and personal growth in a collaborative environment.
Physician Assistant Surgical Residency Program Mission Statement

Our program fosters an educational and nurturing environment that equips physician assistants with the necessary skills to care for the most complex surgical patients. We strive to help physician assistants develop sharp judgment and refined technical abilities in various aspects of surgery, thereby bolstering their confidence within their chosen specialty. Additionally, PA residents will gain clinical and didactic knowledge that would typically take years of on-the-job training to acquire, thus opening avenues for more professional opportunities with increasing autonomy and responsibility.

We are dedicated to innovation and advancing the future of medicine by cultivating proficient and dedicated physician assistants who are capable of providing exceptional patient care in the surgical environment at a high-volume tertiary care referral center.

General Policies & Procedures

Applicants & Pre-requisites

Pre-requisites to beginning your surgical year include:

- Graduation from an ARC-PA (Accreditation Review Commission on Education for the Physician Assistant, Inc.) accredited Physician Assistant and/or Associate (PA) training program. A Master’s degree is required. Additionally applicants must have passed the National Commission on Certification of Physician Assistants (NCCPA) certification examination (PANCE).
- Completion of a credentialing file with the UF Health Shands Medical Staff Administration office.
- Completion of a Physician Assistant license application with the State of Florida Medical Board.

BLS & ACLS Certifications

Current BLS & ACLS certifications must be maintained at all times throughout the duration of the program. The program must have copies of all current BLS & ACLS certificates for current trainees. BLS & ACLS certification will be completed as part of the PASR’s onboarding process, including the waiving of the BLS & ACLS certification fees.

Duty Hours

The PASR program is an extension of the Department of Surgery’s traditional MD General Surgery Residency Program, as such our residents share a majority of the same call schedules, duty hours, and duty hour restrictions as the PGY-1 MD Intern staff. Exclusions to this are chiefly that PA surgical residents are not expected to take night-call, not required to complete an in-training examination, and are not required to attend weekly general surgery residency didactics. It is HIGHLY recommended that our PASR’s attend Friday morning didactics alongside our MD general surgery residents, but again it is not a requirement for completion of the program.

Residents, on-average, will work 12-hour work shifts, with special attention made to ensure an 80-hour work week, averaged over 4-weeks (each rotations). Weekly schedules are done by the incumbent
general surgery chief administrative residents, any and all questions regarding specifics of the schedule are to be directed to them. PA residents are not to exceed 80-hour work weeks, averaged over a 4-week period. Any such violations must be reported to the program direction and program coordinator.

Residents are expected to log their duty hours via the residency management software, New Innovations. More information on New Innovations will follow.

A summary of the above information on duty-hours follows:

- Duty hours are defined as all clinical and academic activities related to the graduate medical education program, i.e., patient care (both inpatient and outpatient), administrative duties related to patient care, the provision for transfer of patient care, time spent in-house during call activities, and scheduled academic activities such as conferences.
- Duty hours do not include reading and preparation time spent away from the duty site. b) Duty hours must be limited to 80 hours per week, averaged over a 4-week period, inclusive of all in-house call activities.
- Trainees must be provided with one day in seven free from all educational and clinical responsibilities, averaged over a four-week period, inclusive of call. One day is defined as one continuous 24-hour period free from all clinical, educational, and administrative activities.
- Adequate time for rest and personal activities must be provided. This should consist of at least 10-hours between shifts and must consist of at least 8 hours free of duty between all daily duty periods and after in-house call.

**New Innovations**

New Innovations (NI) is the official residency management software used by the University of Florida. NI is used for most, if not all, evaluations, scheduling, & duty hours compliance. The software is also used to facilitate your initial onboarding.

Once you are given an UFL email address, the program coordinator will ensure you have single-sign on access to NI. NI single-sign on is accessible via the following link [https://new-innov.com/ufl](https://new-innov.com/ufl). You will sign on using your GatorLink, which is created once you are officially hired on.

Any questions regarding navigating NI can be directed to the program coordinator.

**Performance Evaluations**

Upon completion of each rotation, attending surgeons, chief residents, and senior residents, and other senior members of the surgical team who supervised the PASR will evaluate the PASRs. The evaluations of the PASR clinical performance will be conducted electronically via New Innovations (NI).

Upon completion of each rotation, PASRs are required to complete a self-evaluation of their performance.
Resident Evaluation of Rotations

Upon completion of each rotation, PASRs are required to complete an evaluation of the service. A designation of strongly disagree, disagree, neither agree or disagree, agree, or strongly agree will be given with regards to educational content, OR, faculty, education/service responsibility balance, objectives, feedback, workload, etc.

Faculty Evaluations

Upon completion of each rotation, PASRs are required to complete an evaluation of the faculty of the service. Evaluations are kept anonymous & provided to faculty once a year by the surgery education office.

Quarterly Evaluations

Once every three months PASRs will meet with the program director to review their performance evaluations, self-evaluations, & evaluations of rotations. These meetings are referred to, respectively, as Quarterly, Semi-Annual, Final, & End-of-Year evaluations. These evaluations are used by the program director to monitor the progress of the PASRs progress towards meeting the program-specific milestones.

In the case that a PASR is considered to be failing by the standards of the program, it is the duty of the program director to create a remediation plan to ensure the PASR is on track to successfully complete the program.

The Quarterly & Semi-Annual evaluations will become part of the PASRs permanent record with the University of Florida Department of Surgery, and will be provided, upon request, with verification of training by external organizations.

Moonlighting

PASRs are NOT permitted to moonlight within the University of Florida Department of Surgery, nor are they permitted to moonlight outside the University of Florida services.

Academic Standards & Training Objectives

PASR training is based on the following framework & competences:

- Professionalism
  - Residents must demonstrate a commitment to professionalism and an adherence to ethical principles
- Patient Care & Procedural Skills
Residents must be able to provide patient care that is patient- and family-centered, compassionate, equitable, appropriate, and effective for the treatment of health problems and the promotion of health.

- Residents must be able to perform all medical, diagnostic, and surgical procedures considered essential for the area of practice.

**Medical Knowledge**
- Residents must demonstrate knowledge of established and evolving biomedical, clinical, epidemiological, and social-behavioral sciences, including scientific inquiry, as well as the application of this knowledge to patient care.

**Practice-Based Learning & Improvement**
- Residents must demonstrate the ability to investigate and evaluate their care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and lifelong learning.

**Interpersonal & Communication Skills**
- Residents must demonstrate interpersonal & communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals.

**Systems-Based Practice**
- Residents must demonstrate an awareness of and responsiveness to the larger context and system of health care, including the structural and social determinants of health, as well as the ability to call effectively on other resources to provide optimal health care.

The above competencies are adopted from the [ACGMEs Program Requirements for Graduate Medical Education in General Surgery](https://www.acgme.org/acgmeweb/Portals/0/PDFs/Resident%20Education/Program%20Requirements/General%20Surgery%20Program%20Requirement%20Documents.pdf).

### Resident Resources

**Onboarding**

Onboarding is a multi-step process to be initiated by the program coordinator three-months before the official start date of the PASR. While not an extensive or chronological list, onboarding will be comprised of:

- ID Verification
- **Credentialing** (Initiated by the program coordinator, but managed by the PASR & office of Medical Staff Credentialing, this is a long process that must be started as early as possible)
- DEA License Enrollment
- Demographic Information Collection
- White Coat Fitting
- PA Diploma Verification
- PA License Application (If Applicable)
- Headshot
- New Innovations Onboarding Checklist
- Online & In-person EPIC Training
- UF MyTrainings
- Direct Deposit Enrollment
- UF Parking Enrollment

*Last Updated* November 8, 2023
Housing

It is the responsibility of the PASR to secure housing.

Stipends & Benefits

PASR are paid the same stipend level as all PGY-1 Housestaff at the University of Florida. The 2023-2024 annual stipend for PGY-1 Housestaff is $61,548, a biweekly rate of $2,358.16. Residents will be paid at the stipend of the PGY level in the academic & fiscal year of which they begin their residency. The official academic & fiscal year runs from July 1 – June 30.

Benefits include:
- Comprehensive GatorCare Health Insurance for the PASR & family – Employer-Paid
- $10,000 AD&D Insurance – Employer-Paid
- Long-Term Disability Insurance – Employer-Paid
- Professional Liability Insurance – Employer-Paid
- $50,000 Group Term Life Insurance – Employer-Paid
- 7.5% pre-tax dollars automatically invested into a FICA Alternative Plan (401(a) retirement account)
- $1000 in Annual Gatorbites ($500/semester). Gatorbites are funds loaded onto your UFID which can be used at restaurants on campus and in the hospital cafeteria.
- Other benefits include access to an on-site gym & lounges stocked with snacks & drinks in each tower of the main campus.

Vacation & Sick-Leave

- 3 weeks (15-days) of vacation to be used all at once or as little as once at time.
- Vacation requests are subject to approval by the Administrative Chief Residents, Program Director, & Program Coordinator.
- RTEs (Resident Request for Time Away Forms) are to be submitted to administrative chief residents for approval. PASRs must CC the program coordinator in all requests submitted to the administrative chief residents. Once RTEs are approved by the administrative chief residents the program coordinator will facilitate the approval of the program director. Once the program director officially approves the request the resident is permitted to take their vacation leave.
- 2 weeks (10-days) of sick leave.
- **COVID-19 Policy:** The PASR has no official COVID-19 policy, please refer to the University of Florida’s office of Occupational Health Services (OHS) if there is concern regarding patient and/or personal safety.
Campus

Our PASRs time is spent solely at the UF Health Shands Hospital. This includes the following:

- **North Tower**
  - 582 beds
  - Children’s Hospital
  - Burn ICU
  - Interior Map

- **South & East Towers** (East Tower is commonly referred to as the HVN (Heart, Vascular, & Neuro Tower)
  - 408 Private Rooms
  - 144 ICU Beds
  - 33 ORs
  - Emergency Room & Trauma Center
  - Cancer Services
  - Cardiovascular Services

Office of Surgery Education

The Office of Surgery Education is the administrative office in charge of all Department of Surgery Education & Training Programs. The office consists of the PASR program coordinator, adjacent program coordinators, a program assistant, a clerkship coordinator, the assistant director of education & training programs, & the vice chair of education. Your point of contact for the office is your **program coordinator, Cameron Ghalayini**.

George Sarosi, MD  
Vice Chair of Education

Kassandra Moench  
Assistant Director of Education & Training Programs

Cameron Ghalayini  
Program Coordinator

Lilas Nassour, MHA  
Program Coordinator

Ting Wang, MHA  
Program Coordinator

DeVonte Dennison, MHA  
Program Assistant

Last Updated November 8, 2023
FAQ + Residency Tips

1. **When should I apply for the Florida Medical License?** Apply as soon as possible. Please take the PANCE exam as soon as you graduate and start the application for licensure immediately as it may take up to three months after the application for license materials to be received. Unfortunately, as the license is a full PA license, we do not cover the fee.

   [https://flboardofmedicine.gov/licensing/](https://flboardofmedicine.gov/licensing/)

2. **Am I required to have my ATLS/BLS certification BEFORE starting the program?** No, we will facilitate the process for you to obtain your ATLS & BLS certifications once you begin the program, along with covering the fees.

3. **Will I get a lot of OR time?** As a PASR you are for all intents & purposes a surgical intern. This means your time will be chiefly split between floor work & OR time. We communicate to our general surgery residents & faculty that as the PASR is only a year long, compared to the seven-year general surgery residency, to please give our PASR as much OR time as possible. But it is entirely service dependent & dependent on how hard you advocate for yourself. Your program director & coordinator, while advocates for your education, will not be able to force any body to teach you something or force them to put you in the OR. It is your responsibility to tell your chief resident, senior residents, & faculty what you are comfortable doing, what you would like to learn, what you would like to perfect, etc. OR time is entirely dependent on your personal advocacy.

4. **Do I have to stay at UF Health after graduation?** No! We are here to train you, not hold you back. We hope that we can convince you to stay post-completion of your residency, as we have state-of-the-art facilities & high-renowned faculty that would boost your career, but there is no requirement that you accept a position at UF Health Shands.

5. **Post-grad, am I given an automatic position as a PA with UF Health Shands?** No. UF Health PAs are hired by UF Health Shands, which is an institution highly-connected, but operated separately from the UF Department of Surgery, which is under the management of the UF College of Medicine. We can provide recommendations and can assure that there is a high likelihood of being hired at UF Health Shands, but we cannot hire you directly. Further, one of the best ways we recommend finding a job within UF Health Shands is by creating relationships with our UF Department of Surgery Faculty, as these are the individuals who will hire you into their divisions and advocate for you.

6. **What do I do if people don’t what a PASR is?** To many the concept of a post-graduate residency for physician assistants is a relatively new concept, especially to many APPs, new housestaff, external housestaff, non-departmental faculty, etc. But, in order to advocate for you as a resident, ensure that all who ask understand that although there is no MD behind your name, for the purposes of this 12-month program you will serve in the identical capacity as our MD PGY-1 residents. Thus, to answer the question, you tell them you are a surgical intern, PASR, or general surgery resident, because...you are!
7. **What if MD residents feel that I do not belong or am taking cases away from them?** While we at the UF PASR program have not encountered individuals, who discriminate based upon education, this will NOT be tolerated. Any and all instances of this should be reported to the program director, program coordinator, chief resident of the service you are on, faculty of the service you are on, etc. As a PASR you have a much shorter time to gain OR experience, thus we ensure that faculty & chief residents understand that you are given as much OR time as possible. You are an equal to our general surgery interns, they are your peers & colleagues, not superiors.

8. **Why should I do a residency when I can get a job as a PA?** While no one is here to convince anybody to do anything, this residency is designed to give new-grad PA’s and experienced nonsurgical PA’s the fundamental knowledge of the surgical skills needed to become a surgical PA. And while yes, it is true you may be able to get a job as a PA immediately out of school, it will be much harder to get a job as a surgical PA, which usually requires years of on the job experience. A 2023 PA graduate recently joined a brand-new congenital heart practice at Texas All Children’s Hospital in Austin, Texas, which initially required FIVE years of post-graduate work, but upon seeing the hours spent as a PA resident & skills gained during this time, hired this PA despite the requirement. This residency, while a year of lower pay (comparable to fulltime PAs) and longer hours, will give you years of experience in as short as one year and transform your surgical expertise.

9. **How many hours will I being working?** 60-80 on average.

10. **How do I switch between rotations, who initiates that?** Rotations are a month long. For your first rotation we have you spend the first two weeks shadowing the other intern on the respective service. This is to ensure that you have a base understanding of the structure of our surgical services and how to at least work the basics of EPIC.

    When you are in the last week/days of your rotation it is YOUR responsibility to reference the General Surgery schedule, as provided by the Administrative Chief Residents, and find the Chief Resident of the service you will be on. The chief resident will most always be a PGY-5 or PGY-4, but there are some cases where it will be a PGY-3 or PGY-2. You must contact that individual, via text or email, and ask for instructions regarding your first day on that rotation. From there you are all set, you will be managed by the chief resident on whichever service you are on.

    For the first one or two rotations you are on you the program coordinator will imitate the first contact for your rotation, but after this period, it is the duty of the PASR to initiate pre-rotation contact*.

    *These instructions are only applicable for department of surgery rotations & divisions. External rotations may have different expectations and/or rules.*