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Academic Atmosphere in Training Program of Surgery

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Time goes by; it has been eight years since I got my task of coordinating the research in the Department of Surgery, Faculty of Medicine, Universitas Indonesia. It was challenging homework. Commencing with our Department's research and publications, which was miserable, not a single staff's publication that I can report in the executive's meeting in the Faculty of Medicine at the time. The reason that I proposed simply a joke that defending was: "Pardon me, Professor, surgeons are so familiar with their knife, but not with a pen and/or computer's keyboard," which invited forum's laughter. "Please give me plenty of time, something about two to three years ahead, and I will present the surgical researches and were published. It's a promise."

The vision was to raise a scientific atmosphere in the Department of Surgery. However, the most significant challenges came internally. Setting up the regulation in conducting research, writing the paper, including thesis inviting reaction from staff: "Should training in surgery, which is indeed profession-based run research and writes and publish their work?" The same complaint comes from the residents as well: "What a troublesome regulation."

SWOT analysis had been the starting point, completed with an evaluation to know staff characters to find the best approach, particularly for research purposes. Indeed, things to be fixed embrace all aspects of the management system, including resources for the input subsystem, the process, and output. With a vision, an effort has been set up to keep in the lane, consistently setting up the mission. First, is guiding the residents running research and writing the thesis properly. A collaboration with colleagues from the Department of Community Medicine who are experts in the field research methodology was a practical step had been made. Guidance to the residents in writing the proposal, conduction research, writing the thesis is our daily activities. The practical guide books and workshops in methodology were arranged with our colleagues to accelerate the works and help those novices in research.

The wind changed following regulation. Even though referred to as a must rather than self-motivated, the resident that usually write case reports moved to another kind of evidence-based studies, even a systematic review. Some running observational studies, including diagnostic accuracy, survival analysis, cohorts, and some running experimental studies. What a change! The debates come with different perceptions regarding the research question and design of a study reflecting a concern of those involved referred to academic life in our Department of Surgery.

The problem comes when the resident postponed running research and/or publication and sets it as non-priority let the period for education and training takes longer. The obligation in academic regulation cannot be disobeyed. The dilemma comes when necessary to complete the education and training on schedule, and a must to complete the program with a thesis of good quality and published. A condition was leading to a conflict between the program director and research coordinator.

The publication is somewhat the most challenging one. It is realized that the works are not finished until it published. For publication, a guide to write a manuscript was written, which never was in the curriculum. With kinds of novices, it was realized that publishing their works is likely to have a chance to be rejected. Then the next strategy was to set up a journal that may facilitate the residents for publication. Thanks to the Head of Department for accommodating the idea. The imprint academic journal was first launched in 2016. The launching was unhappily, coldly, and even cynically responded. The invitation to publish was answered by a question regarding the ranks: "was it internationally rank?" The question was somehow a drive to develop and improves the quality of the journal. The strategy was to publish online, instead of the imprint. With this kind of publication, international recognition is possible shortly. Coincidentally, the Directorate of Research and Community Service Universitas Indonesia focused on the development and improvement of an existing academic journal in the university were positively endorsing. Thus, the strategy was executed using the open journal system. Nevertheless, within the first two years running, the hosting encountering an unsolved problem, but the migration. When the university socializes the use of a new platform, our journal referred to the first who took the chance to migrate. The new platform works well in line with the vision. Paralleled to the effort, the Ministry of Research and Technology regulation regarding journal quality improvement necessitates accreditation. Then we have come to the fourth rank in the national accreditation, indexing from both the national board and internationally by Index Copernicus in 2020. The achievement is a benefit for staff brought to promote in their position as educators in the institution.

There were remain unpublished papers, but a repository. A regulation was applied to address it, and it works well. Thanks again to the Head of Department for assigning a task force to make a paper be published.

On the other side, those who disagree and oppose this move have a positive way to compete. These staff competitively reaches up themselves to the Ph.D. degree and publish their works internationally.

In 2012 only three staff with this kind of degree; in 2020, there are 14 Ph.D. in the Department and four ongoing. The publication not only finds the target but exceeding. Last year's one publication exceeded, and this year the achievement finds 32 of 17 targeted articles internationally published. What an achievement.

Positively, a scientific atmosphere has been close nearly, increased activity in research, writing papers, and publication both in national and international journals. The academic life, which critical and analytical, is seen in the last five years and more intense in the last two years. However, Don't be satisfied with such an achievement. Consistency and quality improvement should be maintained with a commitment.