



Starting a New Residency in an Established Medical School in Botswana



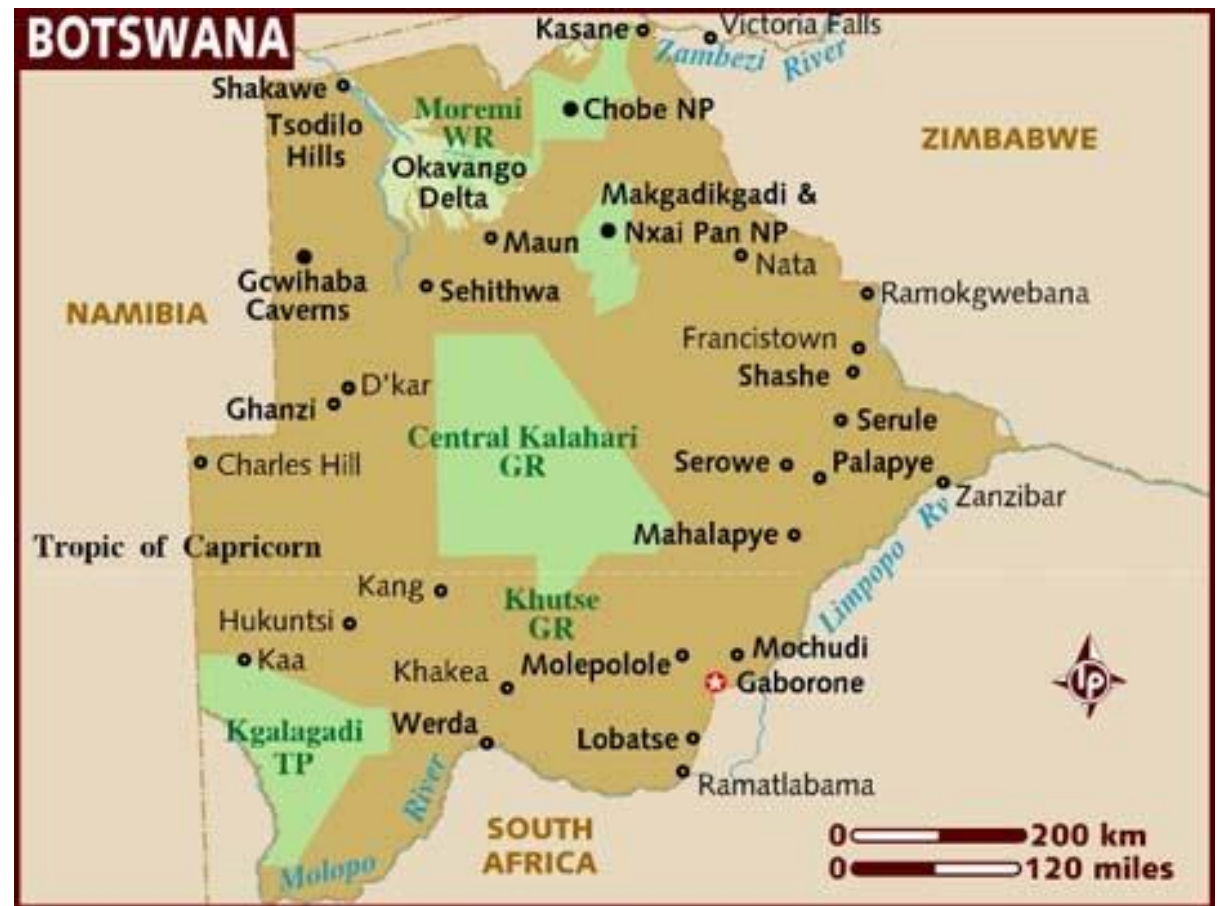
John L. Tarpley, MD, FWACS, FACS
Academic Dean, PAACS

Global Missions Health Conference
12 November 2021



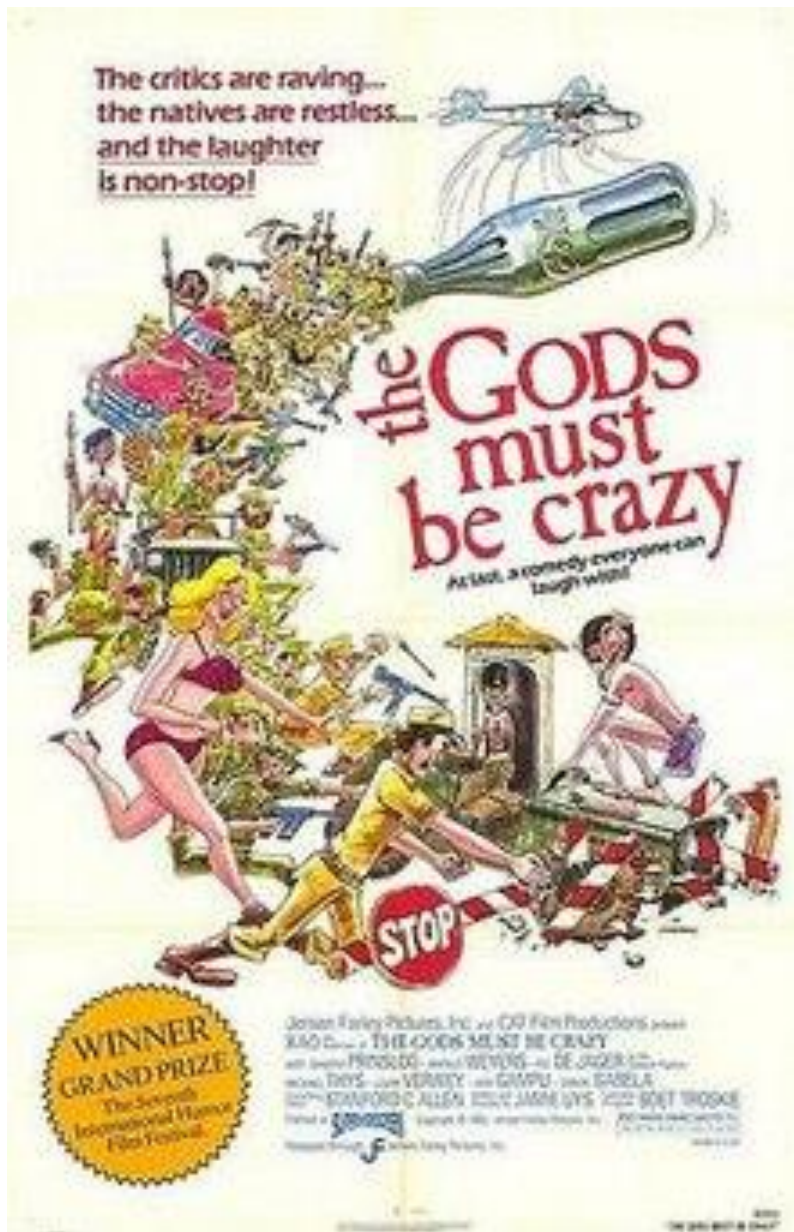
No financial disclosures or COI.

I am a “global enthusiast”.

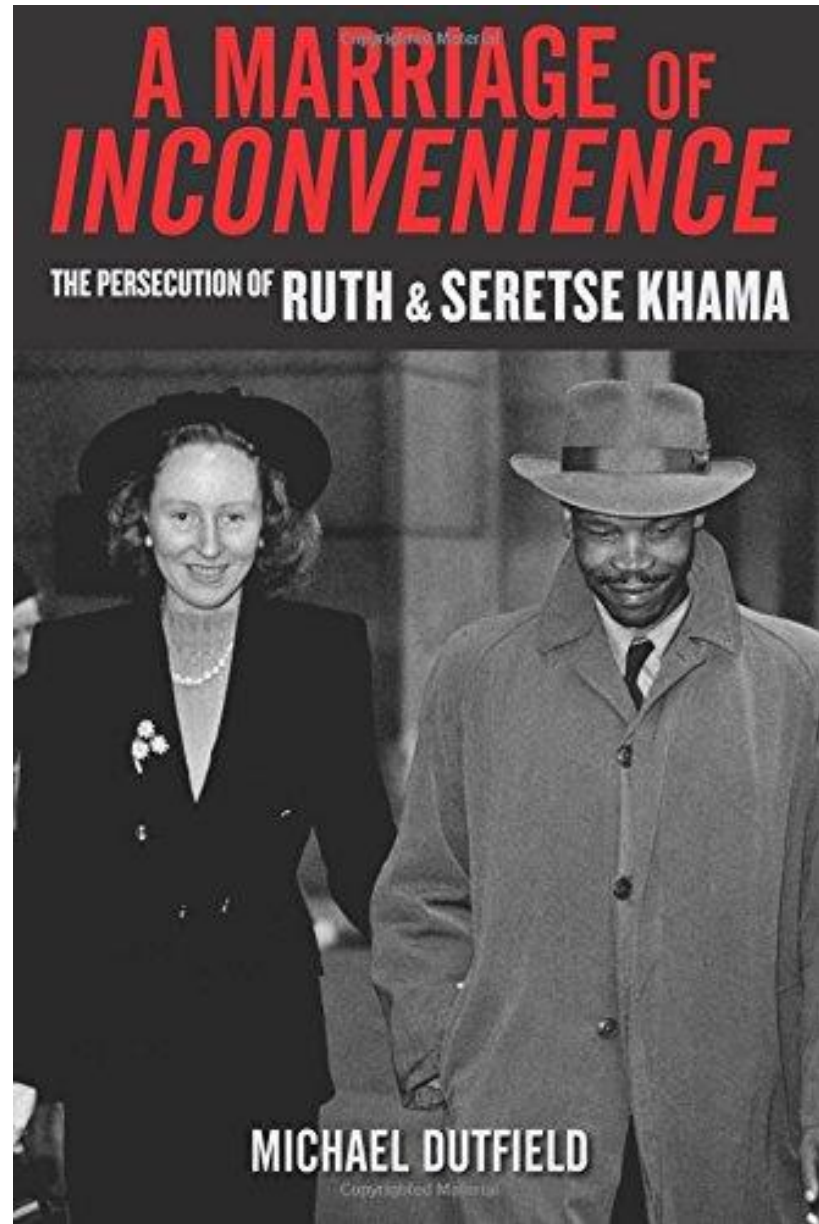


Botswana

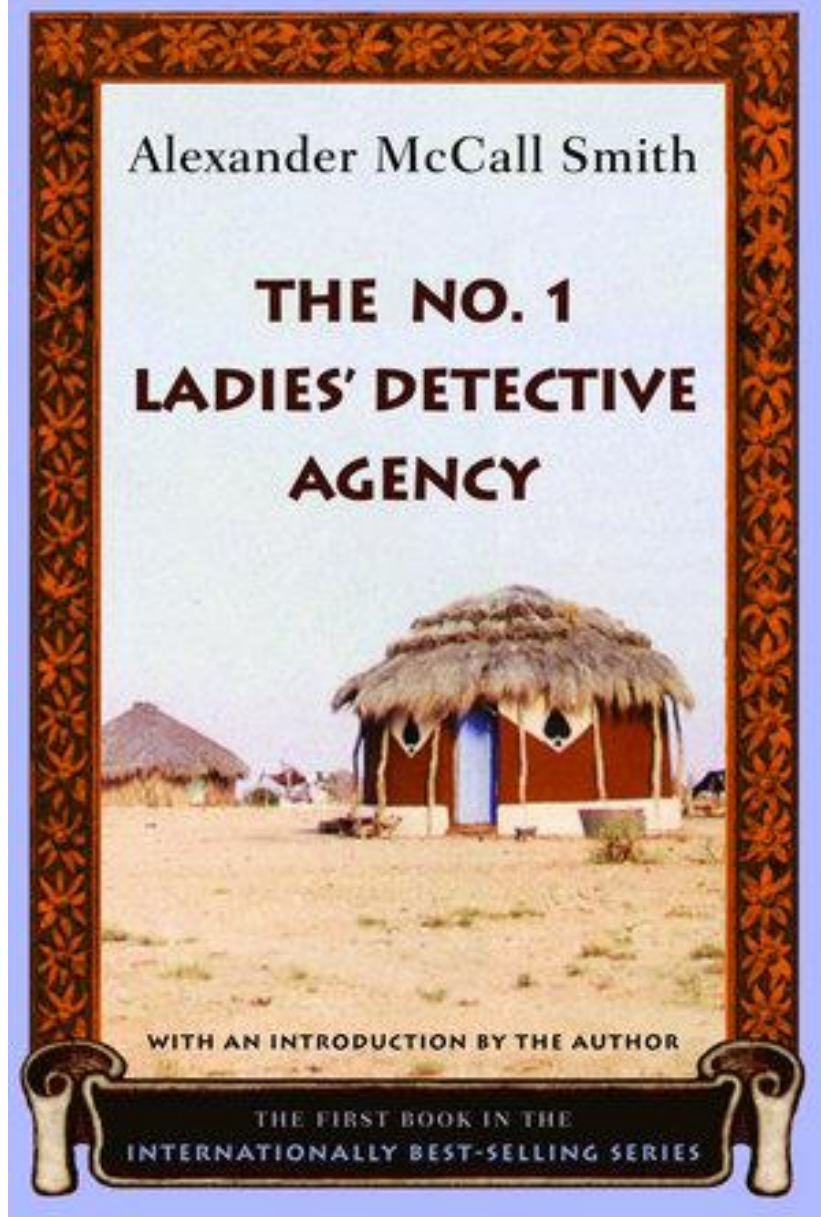
Google Maps



1980



1990



2003

Botswana

Population	2.3 million
Size	France
GNI PC	\$7,750 = HMIC
Life Expectancy	69 years
GINI Index	60.5% (2019)

GINI PC: Gross National Income per capita

University of Botswana School of Medicine

Opened 2009. Intake of 30 students. 5-year MBBS Program. Active Learning.

Residency Programs:

Internal Medicine

Paediatric & Adolescent Medicine

Family Medicine & Public Health

Pathology

Anesthesiology – Folded

Emergency Medicine – Inactive

No programs in Ob/Gyn, Surgery

Multiple Ps to Launching a Residency Program

Pray – Ephesians 6:18

Plan – Jesus’s parables – building a house, waging a war

People – Do not do the work of 10; catalyze 10 to do the work

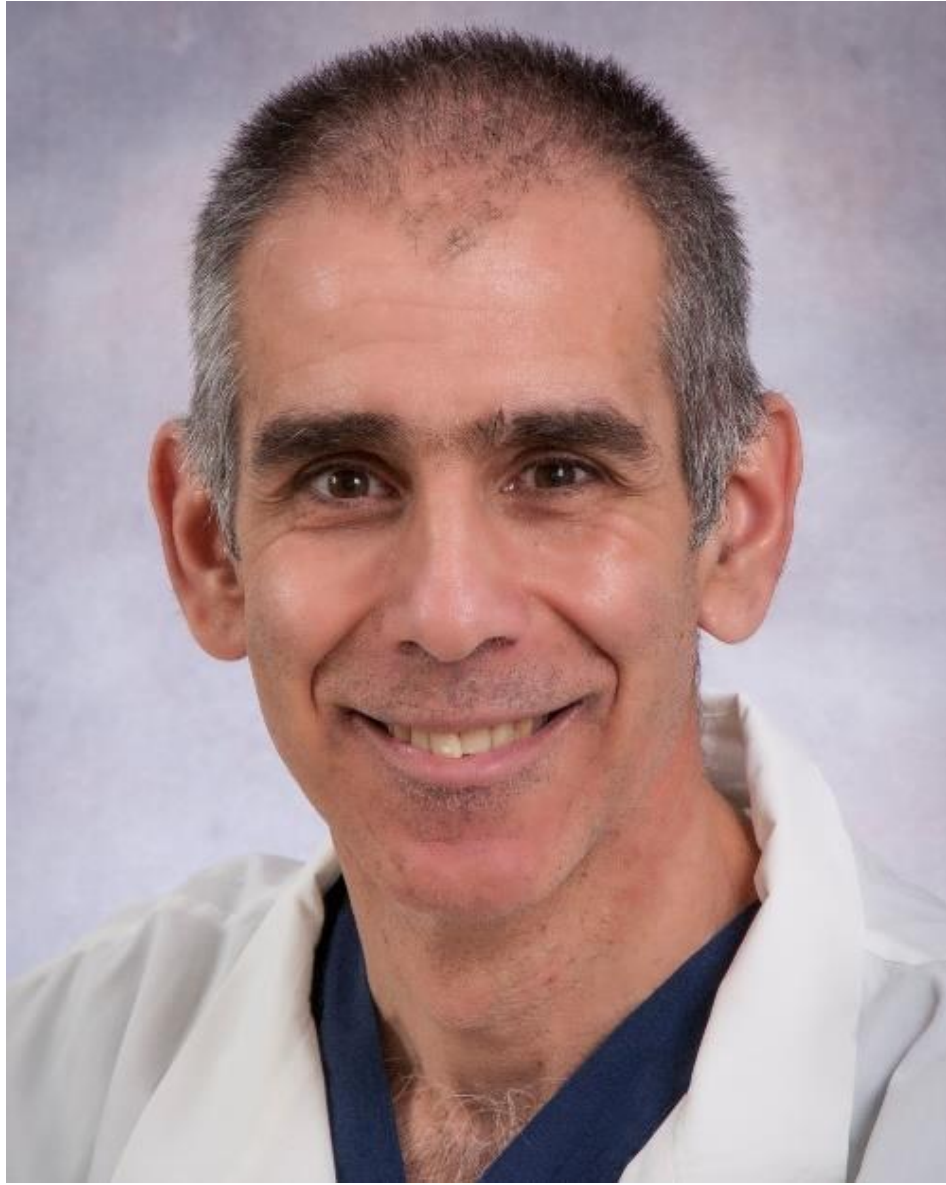
Partners/Personnel – A Team Sport

Patience/Persistence/Perseverance

Pharisaical – Cross the t’s, dot the i’s

Power of Nice

Proverbs: 4:26; 15:22; 20:18; 21:5



Georges R. Azzie, MD., FRCSP
Paediatric Surgeon
Professor of Surgery
SickKids, University of Toronto

Designing a Contextually Appropriate Surgical Training Program in Low-resource Settings: The Botswana Experience

**Dorotea Mutabdzic · Alemayehu G. Bedada ·
Balisi Bakanisi · Joseph Motsumi · Georges Azzie**

UB General Surgery Faculty Colleagues



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Prof Mosepele Mosepele
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HoD Department of Med Ed

Finis origine pendet.

"The end depends on the beginning."

Motto of Phillips Exeter Academy

"When starting a program, the precedents that are set are very important, as they set the culture/tone of the residency for years to come. The residents who come to start the program are even more important to getting the program off to the right start. Pray that God would bring 2 residents that would help develop an excellent program as well as give the faculty wisdom in setting good precedents."

Jason Fader, Kibuye Program, Kibuye Hope Hospital, Burundi
PAACS Prayer Guide 2019-2020

Inaugural Class--PGY I MMed General Surgery Residents 2020



Maranatha (Rani) Sentsho MBBS



Karabo Ngwako MD



Sir Ketumile Masire Teaching Hospital—
Finished 2014—not yet open for
general clinical service; COVID.



Princess Marina Hospital—opened in 1967—
4 operating rooms—principal referral hospital
for country

Developing a Proposal--Options

- Where to train
 - ❖ Princess Marina Hospital
 - ❖ Other government hospitals and even private hospitals
 - ❖ SKMTH – finished 2014—not yet open for clinical work
 - ❖ South African hospitals with specialties not available in Botswana
- Who will do the training
 - ❖ University of Botswana faculty
 - ❖ Ministry of Health surgeons
- Length of training program
 - ❖ 4 years including MMed manuscript
 - ❖ 5 years including MMed manuscript
- Curriculum
 - ❖ Clinical rotations
 - ❖ Extensive didactic courses

Botswana

1. University:

Departmental Board

Faculty of Medicine Executive Committee

Senate Sub-Committees:

APRPC/RPC = Academic Policy Review and Planning
Committee/Resource Planning Committee

Senate

Council

2. Botswana Health Professions Council

3. Botswana Qualifications Authority

4. Ministry of Health and Wellness

Republic of South Africa:

CMSA = Colleges of Medicine of South Africa

CSSA = College of Surgery South Africa

Partner Program for years 2 and 4:

Departmental of Surgery Board

Teaching Hospital Executive

University Approval of our MMed Curriculum

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Funding for Salaries and Benefits for the Residents

Government support

Self-funding (true in a number of African countries)

Partners

Obstetrics and Gynecology—Rebecca Luckett
and Mercy Nassali

Psychiatry— Caleb Othieno and Philip Opondo

Anesthesiology – Farai D Madzimbamuto

Surgery – **Alemayehu Bedada**

Department of Medical Education – **Margaret Tarpley**

Habits for Effective Teaching

Correlates from
Stephen Covey

Habit 1: Be proactive

Habit 2: Begin with the end in mind

Habit 3: Put first things first

Habit 4: Think win-win

Habit 5: Seek first to understand,
then to be understood

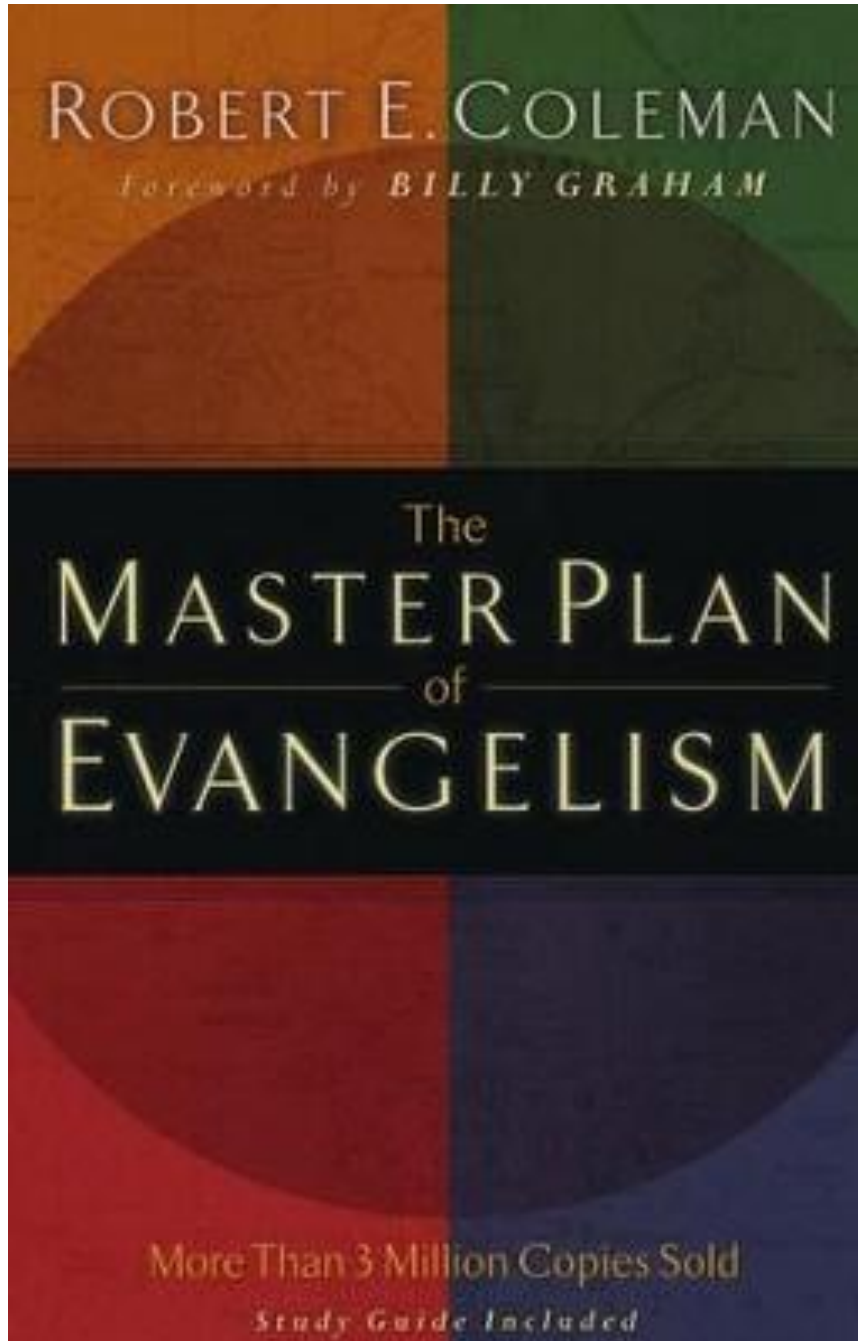
Habit 6: Synergize

Habit 7: Sharpen the saw

UB MMed General Surgery Residents 2021



Drs. Karabo Ngwako, Rani Sentsho, Chilisa Unami, Tefo Leshomo



Robert E. Coleman
Baker Books, 2006

Start with a few good folks.

Festina lente. = Make haste slowly.

We need to crawl before we walk;
We need to walk before we run.

“We make our path by walking it.”

“Proverbios y cantres XXIX” in *Campos de Castilla*

Antonio Machado

African Proverbs

- No condition is permanent.
- Who knows tomorrow?



Feel Free to Contact Me



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