

International Surgeon Survey

Appendix A

The following content was supplied by the authors as supporting material and has not been copy-edited or verified by JBJS.

Consent and Participation:

We invite you to participate in a research study being done at the University of California, San Francisco (UCSF). Being in this study is optional.

If you choose to be in the study, you will complete a survey. This survey will help us identify the perceived barriers and impact of North American clinical observership programs in pediatric orthopaedics available to international surgeons. The survey will take about 10 to 15 minutes to complete.

Your responses are completely confidential with no personal identifiers unless you choose to participate in an optional online interview to discuss your experiences participating in a North American observership or you would like to be acknowledged for participating in this study in the final manuscript.

You can skip questions that you do not want to answer or stop the survey at any time. We will keep your answers confidential and will not share your personal information with anyone outside the research team to minimize the risk to privacy.

Please answer this survey as frankly as possible. Your responses will not affect your current relationship with your North American observership site. All constructive feedback is welcome.

Before proceeding to the survey, please answer the questions below to provide your consent to participate in this study.

If you have any questions or suggestions, please contact Laura Carrillo at laura.carrillo@ucsf.edu. If you have questions or concerns about your rights as a research participant, you can call the UCSF Institutional Review Board at 415-476-1814. Thank you in advance for your participation.

Sincerely,

Sanjeev Sabharwal, MD MPH
Laura Carrillo, BA

Please confirm that you would like to participate in the study.

☐ Yes
☐ No

Inclusion/Exclusion:

I participated in a pediatric orthopaedic observership program in North America (Canada or the United States) in the past 10 years (2009 - 2019) as a practicing surgeon.

- ☐ Yes
☐ No

Note: Only complete this survey if you were an International Surgeon from a country other than the United States or Canada.

Please complete this survey based on your experience participating in the North American Observership Program in Pediatric Orthopaedics referenced in your invitation email. If you visited more than one North American host site during the same trip, please provide us your overall impression of your observership experience.

Demographics:

1. Sex:	<input type="radio"/> Male <input type="radio"/> Female
2. What is your current age?	<input type="radio"/> 18-24 years old <input type="radio"/> 25-34 years old <input type="radio"/> 35-44 years old <input type="radio"/> 45-54 years old <input type="radio"/> 55-64 years old <input type="radio"/> 65+ years old
3. What is your current status as a physician? (Check all that apply)	<input type="checkbox"/> I practice orthopaedic surgery. <input type="checkbox"/> I am retired from active surgical practice. <input type="checkbox"/> I teach medical students, residents, and other trainees. <input type="checkbox"/> I am fully retired from all surgical practice and teaching.
4. What country region do you currently live/work in based on the World Bank region classifications?	<input type="checkbox"/> East Asia & Pacific <input type="checkbox"/> Europe and Central Asia <input type="checkbox"/> Latin America & Caribbean <input type="checkbox"/> Middle East & North Africa <input type="checkbox"/> North America <input type="checkbox"/> South Asia <input type="checkbox"/> Sub-Saharan Africa

5a. From which country in East Asia & Pacific, do you currently live/work in?

- ☐ American Samoa
- ☐ Australia
- ☐ Brunei Darussalam
- ☐ Cambodia
- ☐ China
- ☐ Fiji
- ☐ French Polynesia
- ☐ Guam
- ☐ Hong Kong SAR, China
- ☐ Indonesia
- ☐ Japan
- ☐ Kiribati
- ☐ Korea, Dem. People's Rep.
- ☐ Korea, Rep.
- ☐ Lao PDR
- ☐ Macao SAR, China
- ☐ Malaysia
- ☐ Marshall Islands
- ☐ Micronesia, Fed. Sts.
- ☐ Mongolia
- ☐ Myanmar
- ☐ Nauru
- ☐ New Caledonia
- ☐ New Zealand
- ☐ Northern Mariana Islands
- ☐ Palau
- ☐ Philippines
- ☐ Samoa
- ☐ Singapore
- ☐ Solomon Islands
- ☐ Taiwan, China
- ☐ Thailand
- ☐ Timor-Leste
- ☐ Papua New Guinea
- ☐ Tonga
- ☐ Tuvalu
- ☐ Vanuatu
- ☐ Vietnam

5b. From which country in Europe & Central Asia, do you currently live/work in?

- ☐ Albania
- ☐ Andorra
- ☐ Armenia
- ☐ Austria
- ☐ Azerbaijan
- ☐ Belarus
- ☐ Belgium
- ☐ Bosnia and Herzegovina
- ☐ Bulgaria
- ☐ Channel Islands
- ☐ Croatia
- ☐ Cyprus
- ☐ Czech Republic
- ☐ Denmark
- ☐ Estonia
- ☐ Faroe Islands
- ☐ Finland
- ☐ France
- ☐ Georgia
- ☐ Germany
- ☐ Gibraltar
- ☐ Greece
- ☐ Greenland
- ☐ Hungary
- ☐ Iceland
- ☐ Ireland
- ☐ Isle of Man
- ☐ Italy
- ☐ Kazakhstan
- ☐ Kosovo
- ☐ Kyrgyz Republic
- ☐ Latvia
- ☐ Liechtenstein
- ☐ Lithuania
- ☐ Luxembourg
- ☐ Macedonia, FYR
- ☐ Moldova
- ☐ Monaco
- ☐ Montenegro
- ☐ Netherlands
- ☐ Norway
- ☐ Poland
- ☐ Portugal
- ☐ Romania
- ☐ Russian Federation
- ☐ San Marino
- ☐ Serbia
- ☐ Slovak Republic
- ☐ Slovenia
- ☐ Spain
- ☐ Sweden
- ☐ Switzerland
- ☐ Tajikistan
- ☐ Turkey
- ☐ Turkmenistan
- ☐ Ukraine
- ☐ United Kingdom
- ☐ Uzbekistan

5c. From which country in Latin America & Caribbean, do you currently live/work in?

- ☐ Antigua and Barbuda
- ☐ Argentina
- ☐ Aruba
- ☐ Bahamas, The
- ☐ Barbados
- ☐ Belize
- ☐ Bolivia
- ☐ Brazil
- ☐ British Virgin Islands
- ☐ Cayman Islands
- ☐ Chile
- ☐ Colombia
- ☐ Costa Rica
- ☐ Cuba
- ☐ Curacao
- ☐ Dominica
- ☐ Dominican Republic
- ☐ Ecuador
- ☐ El Salvador
- ☐ Grenada
- ☐ Guatemala
- ☐ Guyana
- ☐ Haiti
- ☐ Honduras
- ☐ Jamaica
- ☐ Mexico
- ☐ Nicaragua
- ☐ Panama
- ☐ Paraguay
- ☐ Peru
- ☐ Puerto Rico
- ☐ Sint Maarten (Dutch part)
- ☐ St. Kitts and Nevis
- ☐ St. Lucia
- ☐ St. Martin (French part)
- ☐ St. Vincent and the Grenadines
- ☐ Suriname
- ☐ Trinidad and Tobago
- ☐ Turks and Caicos Islands
- ☐ Uruguay
- ☐ Venezuela, RB
- ☐ Virgin Islands (U.S.)

5d. From which country in Middle East & North Africa, do you currently live/work in?

- ☐ Algeria
- ☐ Bahrain
- ☐ Djibouti
- ☐ Egypt, Arab Rep.
- ☐ Iran, Islamic Rep.
- ☐ Iraq
- ☐ Israel
- ☐ Jordan
- ☐ Kuwait
- ☐ Lebanon
- ☐ Libya
- ☐ Malta
- ☐ Morocco
- ☐ Oman
- ☐ Qatar
- ☐ Saudi Arabia
- ☐ Syrian Arab Republic
- ☐ Tunisia
- ☐ United Arab Emirates
- ☐ West Bank and Gaza
- ☐ Yemen, Rep.

5e. From which country in North America, do you currently live/work in?

- ☐ Bermuda
- ☐ Canada
- ☐ United States

5f. From which country in South Asia, do you currently live/work in?

- ☐ Afghanistan
- ☐ Bangladesh
- ☐ Bhutan
- ☐ India
- ☐ Maldives
- ☐ Nepal
- ☐ Pakistan
- ☐ Sri Lanka

5g. From which country in Sub-Saharan Africa, do you currently live/work in?

- ☐ Angola
- ☐ Benin
- ☐ Botswana
- ☐ Burkina Faso
- ☐ Burundi
- ☐ Cabo Verde
- ☐ Cameroon
- ☐ Central African Republic
- ☐ Chad
- ☐ Comoros
- ☐ Congo, Dem. Rep.
- ☐ Congo, Rep
- ☐ Côte d'Ivoire
- ☐ Equatorial Guinea
- ☐ Eritrea
- ☐ Ethiopia
- ☐ Gabon
- ☐ Gambia, The
- ☐ Ghana
- ☐ Guinea
- ☐ Guinea-Bissau
- ☐ Kenya
- ☐ Lesotho
- ☐ Liberia
- ☐ Madagascar
- ☐ Malawi
- ☐ Mali
- ☐ Mauritania
- ☐ Mauritius
- ☐ Mozambique
- ☐ Namibia
- ☐ Niger
- ☐ Nigeria
- ☐ Rwanda
- ☐ São Tomé and Príncipe
- ☐ Senegal
- ☐ Seychelles
- ☐ Sierra Leone
- ☐ Somalia
- ☐ South Africa
- ☐ South Sudan
- ☐ Sudan
- ☐ Swaziland
- ☐ Tanzania
- ☐ Togo
- ☐ Uganda
- ☐ Zambia
- ☐ Zimbabwe

Observership Program Information:

The following questions relate to the observership program you participated in as referenced in your invitation email, including questions regarding the program, your experiences, and the barriers you faced.

6. What year did you participate in the observership program?

7. What type of observership program did you participate in?

- ☐ Professional Society Observership Program
☐ Academic/Institution Observership Program
☐ Private Practice Observership Program
☐ Other

Other type of observership program (please describe):

8. Please name the North American host institution(s) and/or observership program that you participated in during that trip.

9. Approximately how long was your observership?

- ☐ Less than 1 week
☐ 1 week
☐ 2 weeks
☐ 3 weeks
☐ 4 weeks
☐ 5 weeks
☐ 6 weeks
☐ 7 weeks
☐ 8 weeks
☐ 9 weeks
☐ 10 weeks
☐ 11 weeks
☐ 12 weeks
☐ 13-16 weeks
☐ 17-26 weeks
☐ 27-52 weeks
☐ More than 52 weeks

10. As an observer, what country region did you apply from based on the World Bank region classifications?

- ☐ East Asia & Pacific
☐ Europe and Central Asia
☐ Latin America & Caribbean
☐ Middle East & North Africa
☐ South Asia
☐ Sub-Saharan Africa

11a. As an observer, from which country in East Asia & Pacific, did you apply from?

- ☐ American Samoa
- ☐ Australia
- ☐ Brunei Darussalam
- ☐ Cambodia
- ☐ China
- ☐ Fiji
- ☐ French Polynesia
- ☐ Guam
- ☐ Hong Kong SAR, China
- ☐ Indonesia
- ☐ Japan
- ☐ Kiribati
- ☐ Korea, Dem. People's Rep.
- ☐ Korea, Rep.
- ☐ Lao PDR
- ☐ Macao SAR, China
- ☐ Malaysia
- ☐ Marshall Islands
- ☐ Micronesia, Fed. Sts.
- ☐ Mongolia
- ☐ Myanmar
- ☐ Nauru
- ☐ New Caledonia
- ☐ New Zealand
- ☐ Northern Mariana Islands
- ☐ Palau
- ☐ Philippines
- ☐ Samoa
- ☐ Singapore
- ☐ Solomon Islands
- ☐ Taiwan, China
- ☐ Thailand
- ☐ Timor-Leste
- ☐ Papua New Guinea
- ☐ Tonga
- ☐ Tuvalu
- ☐ Vanuatu
- ☐ Vietnam

11b. As an observer, from which country in Europe & Central Asia, did you apply from?

- ☐ Albania
- ☐ Andorra
- ☐ Armenia
- ☐ Austria
- ☐ Azerbaijan
- ☐ Belarus
- ☐ Belgium
- ☐ Bosnia and Herzegovina
- ☐ Bulgaria
- ☐ Channel Islands
- ☐ Croatia
- ☐ Cyprus
- ☐ Czech Republic
- ☐ Denmark
- ☐ Estonia
- ☐ Faroe Islands
- ☐ Finland
- ☐ France
- ☐ Georgia
- ☐ Germany
- ☐ Gibraltar
- ☐ Greece
- ☐ Greenland
- ☐ Hungary
- ☐ Iceland
- ☐ Ireland
- ☐ Isle of Man
- ☐ Italy
- ☐ Kazakhstan
- ☐ Kosovo
- ☐ Kyrgyz Republic
- ☐ Latvia
- ☐ Liechtenstein
- ☐ Lithuania
- ☐ Luxembourg
- ☐ Macedonia, FYR
- ☐ Moldova
- ☐ Monaco
- ☐ Montenegro
- ☐ Netherlands
- ☐ Norway
- ☐ Poland
- ☐ Portugal
- ☐ Romania
- ☐ Russian Federation
- ☐ San Marino
- ☐ Serbia
- ☐ Slovak Republic
- ☐ Slovenia
- ☐ Spain
- ☐ Sweden
- ☐ Switzerland
- ☐ Tajikistan
- ☐ Turkey
- ☐ Turkmenistan
- ☐ Ukraine
- ☐ United Kingdom
- ☐ Uzbekistan

11c. As an observer, from which country in Latin America & Caribbean, did you apply from?

- ☐ Antigua and Barbuda
- ☐ Argentina
- ☐ Aruba
- ☐ Bahamas, The
- ☐ Barbados
- ☐ Belize
- ☐ Bolivia
- ☐ Brazil
- ☐ British Virgin Islands
- ☐ Cayman Islands
- ☐ Chile
- ☐ Colombia
- ☐ Costa Rica
- ☐ Cuba
- ☐ Curacao
- ☐ Dominica
- ☐ Dominican Republic
- ☐ Ecuador
- ☐ El Salvador
- ☐ Grenada
- ☐ Guatemala
- ☐ Guyana
- ☐ Haiti
- ☐ Honduras
- ☐ Jamaica
- ☐ Mexico
- ☐ Nicaragua
- ☐ Panama
- ☐ Paraguay
- ☐ Peru
- ☐ Puerto Rico
- ☐ Sint Maarten (Dutch part)
- ☐ St. Kitts and Nevis
- ☐ St. Lucia
- ☐ St. Martin (French part)
- ☐ St. Vincent and the Grenadines
- ☐ Suriname
- ☐ Trinidad and Tobago
- ☐ Turks and Caicos Islands
- ☐ Uruguay
- ☐ Venezuela, RB
- ☐ Virgin Islands (U.S.)

11d. As an observer, from which country in Middle East & North Africa, did you apply from?

- ☐ Algeria
- ☐ Bahrain
- ☐ Djibouti
- ☐ Egypt, Arab Rep.
- ☐ Iran, Islamic Rep.
- ☐ Iraq
- ☐ Israel
- ☐ Jordan
- ☐ Kuwait
- ☐ Lebanon
- ☐ Libya
- ☐ Malta
- ☐ Morocco
- ☐ Oman
- ☐ Qatar
- ☐ Saudi Arabia
- ☐ Syrian Arab Republic
- ☐ Tunisia
- ☐ United Arab Emirates
- ☐ West Bank and Gaza
- ☐ Yemen, Rep.

11e. As an observer, from which country in South Asia, did you apply from?

- ☐ Afghanistan
- ☐ Bangladesh
- ☐ Bhutan
- ☐ India
- ☐ Maldives
- ☐ Nepal
- ☐ Pakistan
- ☐ Sri Lanka

11f. As an observer, from which country in Sub-Saharan Africa, did you apply from?

- ☐ Angola
- ☐ Benin
- ☐ Botswana
- ☐ Burkina Faso
- ☐ Burundi
- ☐ Cabo Verde
- ☐ Cameroon
- ☐ Central African Republic
- ☐ Chad
- ☐ Comoros
- ☐ Congo, Dem. Rep.
- ☐ Congo, Rep
- ☐ Côte d'Ivoire
- ☐ Equatorial Guinea
- ☐ Eritrea
- ☐ Ethiopia
- ☐ Gabon
- ☐ Gambia, The
- ☐ Ghana
- ☐ Guinea
- ☐ Guinea-Bissau
- ☐ Kenya
- ☐ Lesotho
- ☐ Liberia
- ☐ Madagascar
- ☐ Malawi
- ☐ Mali
- ☐ Mauritania
- ☐ Mauritius
- ☐ Mozambique
- ☐ Namibia
- ☐ Niger
- ☐ Nigeria
- ☐ Rwanda
- ☐ São Tomé and Príncipe
- ☐ Senegal
- ☐ Seychelles
- ☐ Sierra Leone
- ☐ Somalia
- ☐ South Africa
- ☐ South Sudan
- ☐ Sudan
- ☐ Swaziland
- ☐ Tanzania
- ☐ Togo
- ☐ Uganda
- ☐ Zambia
- ☐ Zimbabwe

12. How did you learn about the observership program?
(Check all that apply)

- ☐ Colleague
- ☐ Website/Internet search
- ☐ Newsletter/Magazine
- ☐ Email Announcement
- ☐ Friend/Family member
- ☐ Other

Other (please describe):

13. To what extent did you experience the following barriers prior to starting your observership?

	Not at all	Slightly	Moderately	Considerably	A great deal
a. High Cost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Discouragement from family/friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Discouragement from peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Discouragement from supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Difficulty obtaining visa	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Difficulty passing health screening/other health issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Difficulty finding an observership program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Difficulty finding a faculty member sponsor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Difficulty finding housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Other barrier	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other barrier (please describe):

14. Did you receive any pre-departure information from your North American host institution/organization to prepare you for your observership program?

- ☐ Yes
☐ No

14a. Which of the following pre-departure information did the host institution/organization provide to you? (Check all that apply)

- ☐ A web-based orientation
☐ A program/observership schedule
☐ Information regarding the institution/organization
☐ Information regarding leisure activities to do around your host site's town
☐ Information regarding housing opportunities
☐ Information regarding how to obtain a visa
☐ Information regarding health screening requirement
☐ Other

Other pre-departure information (please describe):

15. What information would have been helpful prior to your arrival that you did not receive? (Check all that apply)

- ☐ A web-based orientation
☐ A program/observership schedule
☐ Information regarding the institution/organization
☐ Information regarding leisure activities to do at the host site
☐ Information regarding housing opportunities
☐ Information regarding how to obtain a visa
☐ Information regarding health screening requirement
☐ Other

Other pre-departure information (please describe):

16. To what extent did your host institution/organization provide the following types of support for you during your observership?

	Not at all	Slightly	Moderately	Considerably	A great deal
a. Interpreter services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Financial support (e.g. Stipend)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Administrative support staff (e.g. Availability of personnel for trouble shooting)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Academic resources (e.g. Access to library)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Lodging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Other support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other support (please describe):

17. To what extent did you experience the following barriers while participating in your observership?

	Not at all	Slightly	Moderately	Considerably	A great deal
a. High Cost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Difficulty adapting to a new health care system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Patients were not accepting of my presence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Surgeons were unable to fit me into their daily routine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Language barriers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Cultural barriers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Other barrier	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other barrier (please describe):

18. What was the most significant barrier you experienced while participating in the observership?

19. Approximate your total weekly out-of-pocket cost to participate in the observership program in U.S. dollars. (Please EXCLUDE the initial arrival and departure costs to your North American host site in this estimation.)

- ☐ \$0
☐ \$1-\$500
☐ \$501-\$1,000
☐ \$1,001-\$1,500
☐ \$1,501-\$2,000
☐ \$2,001-\$2,500
☐ \$2,501-\$3,000
☐ \$3,001-\$3,500
☐ \$3,501-\$4,000
☐ \$4,001-\$4,500
☐ \$4,501-\$5,000
☐ \$5,001-\$5,500
☐ \$5,501-\$6,000
☐ \$6,001-\$10,000
☐ More than \$10,000

20. Approximate your total out-of-pocket cost to participate in the entire observership program in U.S. dollars. (Please INCLUDE the initial arrival and departure costs to your North American host site in this estimation.)

- ☐ \$0
☐ \$1-\$500
☐ \$501-\$1,000
☐ \$1,001-\$1,500
☐ \$1,501-\$2,000
☐ \$2,001-\$2,500
☐ \$2,501-\$3,000
☐ \$3,001-\$3,500
☐ \$3,501-\$4,000
☐ \$4,001-\$4,500
☐ \$4,501-\$5,000
☐ \$5,001-\$5,500
☐ \$5,501-\$6,000
☐ \$6,001-\$10,000
☐ More than \$10,000

21. What method(s) did you use to fund your participation in the observership program? (Check all that apply)

- ☐ Grant funding
- ☐ Departmental funding
- ☐ Institutional funding
- ☐ Industry funding
- ☐ Fundraising
- ☐ Self-funded
- ☐ Other

Other funding method (please describe):

22. Which of the following activities did you participate in during your observership? (Check all that apply)

- ☐ Attend grand rounds, conferences, seminars, journal club, and other didactic lectures
- ☐ Give a formal presentation on an orthopaedic topic
- ☐ Attend a professional society meeting
- ☐ Observe in the outpatient clinic
- ☐ Participate in inpatient rounds
- ☐ Observe in the operating room
- ☐ Participate in surgical skills lab activities
- ☐ Observe administrative operations to enhance leadership abilities
- ☐ Research
- ☐ Other

Other activity (please describe):

23. Please rate the following aspects of your overall observership experience.

	Poor	Below average	Average	Above average	Excellent
a. Orthopaedic knowledge of the North American doctors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Cultural competence of the North American doctors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Organization of the observership program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Duration of the observership program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Perceived Impact and Outcomes of the Observership Program:

The following questions relate to the impact and outcomes of your participation in a North American observership program.

24. Of the knowledge gained from the observership, to what extent have you been able to incorporate any of the following skills you gained into your practice?

	Not at all	Slightly	Moderately	Considerably	A great deal	Not Applicable
a. New treatment protocols	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Diagnostic skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Operative skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Patient education strategies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Clinical decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teaching skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Conducting research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Cultural competency skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Presentation skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Other skill	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other new skill (please describe):

24a. Please explain why you have been unable to incorporate any knowledge gained from the observership program into your practice.

25. To what extent did you experience the following barriers upon returning from your observership that prevented you from implementing changes to your practice?

	Not at all	Slightly	Moderately	Considerably	A great deal
a. Government/hospital lack of funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Lack of equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Lack of appropriately trained support staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Excessive work load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Patient/family's inability to afford treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Patient/family's reluctance to accept suggested treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Discouragement from friends/family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Discouragement from peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Discouragement from supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Other barrier	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other barrier (please describe): _____

26. Following the observership, in what ways have you continued to interact with your faculty sponsor or the observership institution/organization? (Check all that apply)

- ☐ Maintained contact via email, phone, social media etc.
- ☐ Clinical consult regarding patient care issues
- ☐ Research projects
- ☐ Return visit to the observership institution/organization
- ☐ Hosted individuals from your observership institution/organization
- ☐ Continued participation in scientific meetings with faculty from your institution/organization
- ☐ Other
- ☐ I have not continued to interact with my faculty sponsor or the observership institution/organization.

Other way you have continued to interact (please describe): _____

Please review your answer to number 26 above, as there is an inconsistency with your response.

27. To what extent has the observership program helped you in any way achieve the following?

	Not at all	Slightly	Moderately	Considerably	A great deal
a. Improve patient care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Receive a promotion to a higher academic rank or leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Participate in a research presentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Publish research in a peer-reviewed journal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Write a book chapter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Become a member of a professional society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Get elected to a leadership position in a professional society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Improve your socioeconomic standing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Please rate the following statements as they apply to your perceptions of the impact/outcomes of participating in an observership program in North America on you.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. I formed relationships with the residents/faculty at my North American observership site that will be beneficial to me professionally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I gained relevant orthopaedic knowledge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I gained relevant surgical skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I improved my cultural competence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Please rate the following statements as they apply to your perceptions of the impact/outcomes of participating in an observership program in North America on the North American partners.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. The North American partners gained relevant orthopaedic knowledge from me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The North American partners gained relevant surgical skills from me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The North American partners improved their cultural competence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My presence interfered with the delivery of clinical care by the North American partners.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My presence enhanced the delivery of clinical care by the North American partners.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Since you have returned, approximately how many orthopaedic surgeons/trainees have you shared the knowledge/skills that you gained from your observership program?

- ☐ I have not shared the knowledge/skills I gained with others.
☐ 1-10
☐ 11-20
☐ 21-30
☐ 31-40
☐ 41-50
☐ 51-100
☐ Other amount

Other amount (please describe):

31. What was the most significant impact the North American observership had on you?

32. My North American host institution/organization examined the quality/outcomes of their observership program by obtaining my feedback.

- ☐ Yes
☐ No

33. Have you encouraged other international surgeons to apply for an observership experience in North America?

- ☐ Yes
☐ No

33a. If not, explain why:

34. What is the single most important change you would like to see in the observership program you participated in?

Additional Comments:

35. Do you have any other suggestions for how the observership program could be improved? Is there anything else that you would like to share with us about your observership experience?

36. Other than the observership program referenced in your invitation email, have you participated in any additional observership programs in North America?

☐ Yes☐ No

36a. How many other North American observerships?

Acknowledgement for Participation:

37. We appreciate your time completing this survey. Would you like to be acknowledged in the peer-reviewed publication for participating in this study?

☐ Yes☐ No**Optional Follow-Up Interview:**

38. Would you be willing to participate in a web-based/video interview to further discuss your experiences?

☐ Yes☐ No

Please provide the following:

Your Name:

(First and Last Name)

Your Email Address:

Your Phone Number:
