

- improvement in our working conditions

The management of many orthopedic problems in the middle of the night must become a thing of the past, unless based on clinical need, not lack of daytime resources.

Communication will become effective, efficient, relevant and state of the art.

Education will include standards of care, advances in care, increased emphasis on hands-on bioskills instruction, as well as risk management.

The popular and effective COPE committee will be given a broader mandate and focus on professional fulfilment, acting as a clearing house so that our activities in advocacy, communication and education will return productivity and pride to the orthopedic day of life.

While much has been done in the past 5 months, a great deal is left to be accomplished by me and others.

The 4 new keystone committees will need to function as task forces for a while, requiring strong leadership, committed membership, new terms of reference and performance measurables. Involvement by our young membership and

provincial associations will be key.

Finally, if the grass roots have become our focus, what about the seed without which those roots will not exist? When faced with the diminishing interest in orthopedic surgery as a career, we must ask: What does the future hold if we do not take it into our own hands? Unhappily, it is extinction, if our response is passive. We may be in survival not "thrival" mode.

Many factors have been cited to explain this phenomenon, including a reduction or deletion of orthopedics in the undergraduate curriculum of many medical schools, the challenges of the traditional orthopedic lifestyle, which I have mentioned earlier, the changing values of medical graduates today and other important forces.

With some urgency, we must form a task force on orthopedic recruitment and careers (TORC) to examine this carefully and take affirmative action. The acronym TORC is no accident because we must turn this around.

That team, working with a number of partners, must determine

- why it happened
- when it happened

- how it can be reversed

Also, it must consider the need to go beyond the undergraduate curricula by active recruitment in medical school: the marketing of our specialty. After all, in this new era of molecular biology, tissue engineering and advanced technology, never has the potential for career satisfaction in orthopedic surgery been so great. That, coupled with the ideals of our association, the bedrock of our daily lives, properly expressed to these idealistic young colleagues to be, must surely prevail: beautifully expressed in the coat of arms gifted to the Association 20 years ago by President Salter — *Pietate, Arte et Scientia Corrigitur* — with compassion, skill and knowledge we heal.

I hope you will now understand the meaning of the title "roots and relevance," the flavour of the next year under my leadership, the determination of our association to adapt to the realities of our changing world and the urgency with which we need your active participation. The Association and I approach the next year with confidence and enthusiasm but ask you to join us in what must be a team effort if we are to succeed. ■

## Calendar Calendrier

### Hepatic, biliary and pancreatic surgery

The Department of Surgery, University of Minnesota Medical School will present the 66th annual course entitled "Advances in Hepatic, Biliary, and Pancreatic Surgery" from June 12 to 15, 2002, at the Hyatt Regency Hotel, Minneapolis, Minn. The fees are US\$595 (US\$375 for medical students). Credit: 23.75 hours in AMA Category 1. Contact the Office of Continuing Medical Education,

University of Minnesota, 190 McNamara Alumni Center, 200 Oak St. SE, Minneapolis MN 55455; tel 612 626-7600; fax 612 626-7766.

### Controversies in breast cancer 2002

The Faculty of Medicine, University of Toronto will hold a course entitled "Controversies in the Etiology, Detection and Treatment of Breast Cancer: 2002" on June 13 and 14, 2002, at the Metropolitan Toronto Conven-

tion Centre, North Building, 100 Level, 255 Front St. W, Toronto. Credits: Royal College of Physicians and Surgeons of Canada and AMA Category 1. For registration and call for papers information contact Continuing Education, Faculty of Medicine, University of Toronto, Ste. 650, 500 University Ave., Toronto ON MTG 1V7; URL [www.cme.utoronto.ca](http://www.cme.utoronto.ca); tel 416 978-2719; fax 416 971-2200; email [ce.med@utoronto.ca](mailto:ce.med@utoronto.ca)

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