

The Medical Journey: Education, Careers and Leadership

for medical students and young doctors in residency

12th November 2015

Olympia Hall, Divani Caravel Hotel, Athens

13.00 - 21.00

Joint activity with the 3rd esmsc (ERC Elpen)

- | Medical Education
- | Careers
- | CV
- | Leadership
- | Mentorship
- | Training Abroad
- | Invited Speaker: Professor Andreas G.Tzakis

organisation



Welcome Letter

Dear friends and colleagues,

We are delighted to welcome you in Athens for our international meeting "The medical journey: education, careers and leadership" which takes place on the 12th November 2015 in the Olympia Hall of Divani Caravel Hotel.

Purely designed for medical students and junior trainees this meeting aims to offer good mentorship and guidance about aspects of medical education and training, that promise to deliver future efficient and effective clinicians with aspiration for leadership.

This meeting is supported by the Experimental - Research Centre ELPEN and is organized within the framework of the "3rd Essential Skills in the Management of Surgical Cases - ESMSC" course, which is an international combined wet lab course.

We have designed a series of workshops and round tables, based on thoughts and questions that a medical student may have during his/her studies, along with providing a multisource feedback and advice on tips that lead to a successful career. The meeting aims to cover six parts:

- Opportunities during your studies – Elective Placements/attachments, tips that have positive impact on your career
- What are the choices following graduation – Research, Training Abroad, Higher Education
- Leadership - What is the role of mentorship in a newbies' life?
- Medical education - How could we achieve a better generation of doctors?
- CV - How can I develop a well-balanced CV?
- Training abroad
- We hope that this meeting will give valuable advice on the most important aspect of your professional life: the medical career journey.

We look forward to welcome you in Athens.

With kind regards,

On behalf of the scientific committee,



Apostolos E. Papalois, PhD, KGSJ

Director of the Experimental -
Research Centre ELPEN
Visiting Professor, Harvard University



Michail Ch. Sideris

NIHR Academic Clinical Fellow, London Deanery
Queen Mary's University London (QMUL)

On behalf of the organizing committee,

Ismeni Tsagkaraki

Lead of the students' organizing committee
Medical student, University of Athens

Welcome Letter

from the Scientific Society of Hellenic Medical Students

Dear colleagues and friends,

The Scientific Society of Hellenic Medical Students (S.S.H.M.S.) has always had a leading role in Medical education and careers coaching. Our collaboration with the Experimental - Research Center ELPEN turned up as an excellent opportunity to develop new ideas in to practice and set the ground for this leading event "The medical journey: education, careers and leadership". We aim to offer helpful information and great mentorship, by unraveling the mystery of many questions concerning medical students.

At this point we would like to thank ERC ELPEN for their support in funding as well as their organizational support in every aspect of the event. We are delighted to be part of this great team, and we feel grateful to Dr AE Papalois, director of ERC ELPEN, for his contribution in this direction.

We hope that "The medical journey: education, careers and leadership" will be an exciting and useful experience for all of us. Looking forward to meet in Athens!

On behalf of the Organizing Committee,

Panteleimon Pantelidis

President of SSHMS

Stefanos Karamaroudis

President of the Department of Athens of SSHMS

Nikolaos Staikoglou

President of the Department of Thessaloniki of SSHMS

Eva Georgopoulou

Secretary of the Department of Athens of SSHMS



Scientific Committee

Presidents

Apostolos E. Papalois, PhD, KGSJ, Director of Experimental Research Centre ELPEN, Visiting Professor, Harvard University

Michael Ch. Sideris, NIHR Academic Clinical Fellow ACFST1, London Deanery, Queen Mary's University London (QMUL)

International Invited Speaker

Andreas G. Tzakis, MD, PhD



Andreas Tzakis, MD, PhD is Professor of Surgery and Chief of the Division of Liver and Gastro-Intestinal Surgery at the University of Miami Miller School of Medicine. A world renown transplant surgeon and researcher, Dr. Tzakis has long collaborated with the Diabetes Research Institute.

Dr. Tzakis is the founding Director of the Miami Transplant Institute which focuses its research on immune tolerance, the immune-biology of organ and tissue transplantation, and improving organ and tissue preservation techniques.

In addition to being an accomplished liver transplant surgeon, Dr. Tzakis has been a principal contributor to the development of small bowel and multiple-organ transplantation as a viable procedure for both children and adults. He is currently working with DRI investigators to test the use of Regulatory T cells and other strategies to induce a state of immune tolerance in transplant recipients.

A native of Greece, Dr. Tzakis attended the University of Athens Medical School and served in the medical corps of The Greek Air Force before coming to the United States in 1977. He spent the next six years as a resident, first at Mount Sinai Hospital in New York and then at the State University of New York at Stony Brook.

In 1979, Dr. Tzakis became a surgical fellow at the University of Pittsburgh under the direction of the legendary Dr. Thomas E. Starzl. While at Pittsburgh, he performed numerous pioneering surgeries, among them the world's first successful islet transplant from a single pancreas in collaboration with Drs. Camillo Ricordi, Daniel Mintz, and Rodolfo Alejandro from the DRI.

Author or co-author of more than 400 papers, Dr. Tzakis is a member of several professional organizations and has often lobbied Congress and the national organ donor network to place more emphasis on patient need, and less on geographical boundaries in deciding how to allocate life-saving organs.

He is also a member of the Academy of Athens.

Source: <http://www.diabetesresearch.org/page.aspx?pid=234>

Scientific Committee

Honorary Member Biographies

George K. Zografos, Professor of Surgery, Medical School, University of Athens



George Zografos is a Professor of Surgery at the Medical School of the University of Athens as well as a Deputy Dean of the National and Kapodistrian University of Athens. He is the director of the 1st Department of Propaedeutic Surgery at Hippokratio Hospital in Athens. His activity in research, writing and editorial work is really huge, as he has more than 300 publications in international refereed journals and 60 publications in Greek journals, 20 chapters in Greek and International books and numerous communications and recommendations in Greek and international conferences. He is also an invited reviewer of several international scientific journals. He has also participated in several funded research projects and clinical studies. He supports the Scientific Society of Hellenic Medical Students' activity for the last decade and he has organized numerous workshops, events and screening programs for cancer.

Apostolos E. Papalois, PhD, KGSJ, Director of Experimental Research Centre ELPEN, Visiting Professor, Harvard University



(Bd: July 22nd, 1968). High School, Varvakeion Model School. Mr Papalois was graduated from the Department of Biology, University of Athens in 1991 and he has a PhD degree in biology – biochemistry from the University of Athens in close collaboration with the University of Cambridge, Department of Surgery. His personal training abroad from 1991, contains University of Minnesota, University of Cambridge, University of Boston, University of C. Los Angeles, University of Texas and also special training courses (Transplantation, L.a.s. Courses, Leadership – Harvard). In 1996 was appointed Director of the Experimental – Research Center ELPEN. Teaching staff in the University of Athens, Greece (in pre - and post - graduate level) as well as in other Hellenic Universities (Patras and Alexandroupolis) Schools of Medicine, & Nursing. Visiting Professor (University of Ioannina, Greece, Timisoara, Romania San Antonio, Texas, 2011 and Harvard University Medical School, 2014). More than 240 publications in international peer review journals as well as participation in international and panhellenic scientific congresses. Also many training courses (more than 700 national and international) were organized in his lab. His work has been awarded with more than 150 prizes in national and international congresses as well as from scientific associations. Knighthood of Saint John of Jerusalem Order (2010). Also under his supervision, many PhD's and Master degree thesis were elaborated in E.R.C. ELPen laboratories in accordance with the European legislation for experimentation. Member of national and international Scientific Societies (Academy of Surgical Research, ICLAS, FELASA, Experimental Biology and Medicine, European Society for Transplantation, Cell Transplant Society, Academy of Management and others).

Scientific Committee

Georgios Tsoulfas, Associate Professor of General Surgery, Aristotle University of Thessaloniki



Dr Georgios Tsoulfas received his medical degree from Brown University School of Medicine and completed his general surgery residency at the University of Iowa Hospitals and Clinics, as well as a transplant research fellowship at the Starzl Transplant Institute at the University of Pittsburgh. He then completed a two-year transplantation surgery fellowship at the Massachusetts General Hospital, Harvard Medical School and then joined the Division of Solid Organ Transplantation and Hepatobiliary Surgery at the University of Rochester Medical Center as an Assistant Professor of Surgery. He has moved back to Greece, where he is an Assistant Professor of Surgery at the Aristoteleion University of Thessaloniki. He has published over 70 papers in peer-reviewed Journals and in PubMed, as well as 17 book chapters. He is a reviewer for 15 International Journal and on the Editorial Board of several others. His main area of interest include primary and metastatic hepatic malignancies and their multimodal management.

Savvas Papagrigoriadis, MD, MSc, FRCS, Consultant Colorectal & Laparoscopic Surgeon & Senior Lecturer in Surgery King's College Hospital, London, UK



Savvas Papagrigoriadis was born in Athens, Greece in 1961 and he did his medical and initial surgical training in Greece. He has been working in NHS and University positions in the UK since 1994. He has been on the Specialist Register of the GMC since 1994. Since 2001 he is a Consultant in Colorectal Surgery at King's College Hospital London and also a Senior Lecturer in Surgery of King's College London. He works as a medicolegal expert witness to the courts for the UK and other countries and he is a Member of the Expert Witness Institute. He is a Fellow of the Royal College of Surgeon of England, a member of the Association of Coloproctology of Great Britain, a member of the American Society of Colon and Rectal Surgeons and a member of the British Society of Gastroenterology. His main clinical interests are colorectal cancer, diverticular disease and pelvic floor disorders although he works in the whole spectrum of colorectal surgery. He specializes in minimally invasive surgery such as TEMS (Transanal Endoscopic Microsurgery) and Laparoscopic surgery and he has been a trainer of the LapCo, which is the national programme of the Department of Health for training of consultant surgeons on laparoscopic surgery for colorectal cancer. His research interests are treatment and surveillance of bowel cancer and pathogenesis, epidemiology and pathogenesis of diverticular disease and probiotics in gut disease. In 2015 he has set up at Athens Medical Centre the first in Greece specialist Department of Colon and Rectal Surgery and Pelvic Floor Laboratory.

Scientific Committee

Thanos Athanasiou, Professor of Cardiovascular Sciences, Imperial College, London



Professor Thanos Athanasiou is a Consultant Cardiothoracic Surgeon at Hammersmith and St Mary's Hospitals and a Professor of Cardiovascular Sciences & Cardiac Surgery in the Division of Surgery at Imperial College London.

He specializes in Complex Aortic Surgery, Coronary Artery Bypass Grafting (CABG), Minimally Invasive Cardiac Surgery and Robotic Assisted Cardiothoracic Surgery. His institutional responsibility is to lead academic cardiac surgery.

His current statistical expertise is on longitudinal data analysis, multilevel modelling, competing risk modelling, bayesian hierarchical modelling and Neural Networks.

He has published more than 500 peer reviewed publications including 70 book chapters with an overall h-index of 52 and more than 10000 citations (Source : <http://www.imperial.ac.uk/people/t.athanasiou>)

Members

Eleftherios Tsiridis, Associate Professor of Orthopaedics, AUTH, Secretary General of European Hip Society

Peter C. Whitfield, Consultant Neurosurgeon. Associate Professor of Neurosurgery, University of Plymouth

Elizabeth O. Johnson, Associate Professor, group Laboratory for Education & Research in Neuroscience (LERNs), Department of Anatomy, School of Medicine, University of Athens

Ioannis Dimitropoulos, Consultant in Endocrine and Diabetes Medicine, Plymouth Hospitals NHS Trust

Sanjib Majumber, Consultant Plastic and Reconstructive Surgeon, Pinderfields Hospitals, NHS, UK Honorary Senior Lecturer in Surgery, University of Leeds

Sahaj Sethi, Clinical Skills and Clinical Communications Tutor, The Chantler SaIL Centre (simulation and interactive learning), GKT School of Medical Education, London

Nikolaos Lymperopoulos, ST4 trainee in Plastic Surgery, Yorkshire and Humber Deanery, University of Leeds, President of the European Society of Hellenic Junior Doctors

Alexandros Moraitis, ST2 in Obstetrics and Gynaecology, East of England Deanery, University of Cambridge, UK

Polydoros Kampaktsis, Resident, New York Presbyterian Hospital-Weil Cornell Medical Center

Ioannis Kokkinakis, Internal Medicine, CHUV Centre Hospitalier Universitaire Vaudois, Lausanne, Switzerland

Theodoros Marantos, Resident of Internal Medicine, General Hospital of Kalamata

Georgia Dalampira, Médecin Allergologue, Chalon-sur-Saône, France

Konstantinos Avranas, MD

Korina Theodoraki, ST1 Trainee in Ophthalmology, KSS Deanery, NHS, UK

Konstantinos Imprialos, Clinical Research Fellow in Internal Medicine, AUTH

Organizing Committee

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Marinos Sotiropoulos, Treasurer

Eleni Poulogiannopoulou, Member

Lead of the Organizing Committee

Ismeni Tsagkaraki, SSHMS Department of Athens

Secretary of the Organizing Committee

Eva Georgopoulou, SSHMS Department of Athens

Essential Skills in Management of Surgical Cases - Organizing Committee

Nikolaos Staikoglou, President, SSHMS Department of Thessaloniki

Georgios Paparoidamis, Treasurer, SSHMS Department of Thessaloniki

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Afroditi Tripyla

Charalampos Tsimpoukelis

Theodoros Vichos

Programme Layout, Graphics

Marinos Sotiropoulos, SSHMS Department of Athens

Essential Skills in the Management of Surgical Cases

Approaching a patient can be the most challenging task in a junior doctor's life. There have been described multiple systematic algorithms in order to simplify and stratify the ideal approach. ESMSC is a combined applied surgical science and wet lab course, which essentially aims to teach final year medical students and junior trainees a model on which they can organize their thoughts together in order to achieve and maintain patient's safety. Apart from that, the "wet lab" aspect course has been designed to offer a relatively wide hands-on experience, which essentially covers all the basic surgical skills. In vivo models have been designed to take this experience a step forward.



It has mainly been designed to cover 3 cores:

- **The essential basic science knowledge that is required to understand the surgical management.** This includes the ABCDE approach, the understanding of shock in its different aspects (hypovolaemic - preload, cardiogenic - obstructive, septic – SVR and afterload, neurogenic), fluids and electrolytes management, analgesia, pre and post op optimization. This is defined as CORE I (BScCI – Basic Science Core I), and this is delivered through interactive workshops, where our delegates are prompted to understand these principles via different cases.
- **The systematic approach of the surgical patient in the different surgical specialties.** This part consists of a case-based core module, which aims to convince our delegates to follow the same pattern in the approach of a surgical patient, regardless the area of expertise that the problem belongs to. This is actually defined as "esmsc triangle", which mainly consists of a step

Essential Skills in the Management of Surgical Cases

by step approach of each surgical case. This module is defined as CORE II (CbCII – Case-based Core II), and it is being delivered through a battery of interactive case-based lectures. The delegates aim to adopt the same approach in every surgical field, and add-on some tips, which can make their plans more effective in every single case. Emphasis is given in the adaptation of early escalation as well as prompt hand over.

- **The basic hands-on modules.** This part consists of a wide exposure to basic surgical skills modules in a real pig model. Having been through the needs of a young doctor, we have chosen to teach all these skills, which are essential for the everyday practice. All the modules take place in a real pig model. We have used both in vivo and ex vivo based stations. The skills we are currently running are divided in multiple stations, and delegates are split in small groups of 4-5 people. These stations consist of : suturing skills station, wound debridement station, IV access techniques including seldhiger, intrabdominal viscus suturing station including bowel repair, in vivo pig dissection model including chest drain, abdominal wall dissection, bowel repair, shock administration, and more advanced such as demonstration of chest anatomy. We are currently adding a pilot model from plastic surgery and orthopedics and this includes ORIF of hand fractures. Also, as part of inspiring mentorship, we have chosen to run another pilot module based on heart transplant, mainly aiming to understand its principles as well as, to focus on some basic physiology parameters. The whole battery of these skills' modules is defined as SkMCIII (Skills' Modules Core III)

Our aim is to build a curriculum which is recognized abroad as vital part of the surgical education. The Experimental - Research Centre ELPEN supports this innovative initiative via actively being involved in the design of the course and providing all the facilities required to reach the highest standards of an international course.



eMERG(esmsc Medical Education Research Group)

**The new Era in Research Opportunities for Medical Students around Europe
Experimental Research Centre ELPEN**

The eMERG group was introduced as part of the esmsc activity, in order to promote Medical Education research. The main purpose of this idea is to set up a network of qualified clinicians, academics, basic scientists and passionate students, with the aim to conduct high quality research as part of the ESMSC course.

The Academic Lead of the group is currently set under Dr A. Papalois and Dr M. Sideris, founders of the esmsc, in close collaboration with experienced academics who comprise the faculty of the course.

This group will offer individual high quality teaching and mentorship, in order to run research projects as part of the course. The first paper, which summarizes the concept of the course, has already been accepted in Biomed Research International, while the first study is currently in writing stage. There are 2 more studies planned for which the esmsc Students' committee will take advantage to participate and get guidance from our experienced panel of Academics.

Georgios Paparoidamis is a 5th Year Medical Student in AUTH, and he is currently responsible for the set up of the Group with regular Meetings and close communication with our mentors, and especially Dr G. Tsoulfas, Ass. Professor in AUTH. Our upper purpose is to conduct Research in Animal Model based Education in view of delivering a better generation of well skilled surgeons inspired and ready to offer the highest quality of care in our patients.

The first plan of actions is currently set around esmsc students' committee, and we aim to have a 1:1 collaboration (student: academic). This pilot trial, will set the ground to expand our group and this is planned hopefully in May 2016. We will advertise 2 more places for motivated students who will be asked to support their cv and academic aspirations.

We would like to thank our entire faculty for their contribution towards the implementation of a new International Teaching Model, which will hopefully be the starting point of a new era in Surgical Education.

With kind regards,

Georgios Paparoidamis

Medical Student, AUTH

Lead Coordinator of the eMERG(roup)

Nikolaos Staikoglou

Medical Student, AUTH

Lead of the Medical Students' Committee



Scientific Programme

12:00-13:00 **Registrations**

13:00-13:55 **Round Table**

Undergraduate Education: How? How much? Is there enough room for improvement?

Chairpersons: E. Johnson, A. Papalois

13:00-13:10 **The Medical Curriculum 2015 : Does it meet our expectations?** *E. Johnson*

13:10-13:30 **Audience Interactive Debate : The Medical Students' Perspective** *S. Karamaroudis*

13:30-13:40 **What makes a medical student happy?- a true story** *I. Tsagkaraki*

13:40-13:55 **Scientific Society of Hellenic Medical Students – Educational Opportunities**

P. Pantelidis, N. Staikoglou, S. Karamaroudis

14:00-14:45 **Round Table**

Careers : Curriculum Vitae/ Interview Skills

Chairpersons: G. Tsoulfas, M. Sotiropoulos

14:00-14:15 **What would an interviewer expect to see in your CV?** *S. Majumber*

14:15-14:30 **Interview Skills – A video lecture** *N. Lympieropoulos*

14:30-14:45 **The art to sell yourself in an Interview: tips and advice** *M. Sideris*

14:45-15:05 **Coffee Break**

15:05-17:05 **Round Table**

Careers : Training Abroad

Chairpersons: G. Tsoulfas, M. Sideris, N. Lympieropoulos

15:05-15:15 **The decision: stay or leave?** *A. Moraitis*

15:15-15:30 **Training in the UK** *N. Lympieropoulos*

15:30-15:45 **Training in the US** *P. Kampaktsis*

15:45-16:00 **Training in Germany** *K. Avranas*

16:00-16:10 **Training in Sweden** *N. Staikoglou*

16:10-16:20 **Training in Switzerland** *I. Kokkinakis*

16:20-16:30 **Training in Greece** *T. Marantos*

16:30-16:40 **Training in France** *G. Dalampira*

Scientific Programme

17:05-17:35 **Snack Break-Coffee Break**

17:35-18:30 **Plenary Lecture**

Life in Transplants *A. Tzakis*

Chairpersons: A. Papalois, M. Sideris

18:30-18:45 **Break**

18:45-19:30 **Round Table**

Medical Education: The New Era

Chairpersons: G.K. Zografos, A. Papalois, G. Tsoulfas, S. Papagrigoriadis, T. Athanasiou

18:45-19:00 **The role of Simulation in Medical Education** *G. Tsoulfas*

19:00-19:15 **ESMSC- the new era** *M. Sideris, A. Papalois*

19:15-19:25 **Medical Education: The KCL perspective** *S. Sethi*

19:30-19:40 **Welcome Remarks**

19:45-20:45 **Round Table**

Subdivision : The future leaders' profile

Chairpersons: T. Athanasiou, S. Papagrigoriadis, G. Tsoulfas

19:45- 20.00 **Leadership in Surgery** *T. Athanasiou*

20.00-20.15 **The role of mentorship for future doctors, is it vital?** *S. Papagrigoriadis*

20.15-20.25 **The role of a Junior Consultant in a Juniors Doctor's life** *I. Dimitropoulos*

20.25-20.40 **The role of Character in Future Leaders' profile** *A. Papalois*

Experimental - Research Centre ELPEN

The Experimental Research Center of Elpen Pharmaceuticals was established in 1996.

It has developed a great progress and activities since 1996 with lab facilities and equipment for biomedical and pharmaceutical research as well as for training and projects with other Institutions.

Activities:

Scientific Partnerships on innovative research ideas with clinics and laboratories of Greek Universities, the Greek National Health System and the private Hospital sector

International Research Collaborations

Experimental Projects of ELPEN with the General Secretariat for Research and Technology, the European Union and other bodies

Preclinical (in vivo) Experimental Research on new molecules where ELPEN retains exclusive rights

Medical Training for qualified specialists and young doctors and other scientists, in the form of certified workshops, Greek and international, properly organised (CME and certification)

Scientific Updates on ELPEN's business development and the Center's operations, for institutes (universities, clinics, laboratories) under - and postgraduate students, doctors and other scientists

In our days, the Center is the largest facility for applied & translational research (in very close collaboration with all greek universities) and also the largest facility for medical training in the whole country and among the biggest in the region.

Almost one course per week is the routine program, in various topics and always in close collaboration with other scientific bodies and societies around the world (with credits and CME).

Examples of courses and topics:

Laparoscopic and robotic surgery in swines, training with the use of simulators, Trauma Surgery, Emergency Medicine, Plastic Surgery, Microsurgery, Definitive Surgical Trauma Course, ENT, Gastroenterology, Maxillofacial Surgery, Home hospitalization, Nursing Courses, Breast Surgery, Flap Surgery, Sialendoscopy, LAS Courses (laboratory animal science), courses for applied biomedical research and others.

The Head of the department,
Apostolos Papalois, Ph.D.



Scientific Society of Hellenic Medical Students

The Scientific Society of Hellenic Medical Students (S.S.H.M.S.) was founded in September 1993 and is a Civil, Non-Profit and Non-Governmental scientific society with multifaceted activity concerning the Medical Science and volunteer sectors.

The S.S.H.M.S. aims to encourage medical students to participate in scientific and educational events. The main task of the society is to train medical students and young doctors and promote the production of scientific work, while focusing on developing efficient volunteer action.

In other words, the S.S.H.M.S. is, nowadays, the most active and creative part of Medical Schools in Greece. In collaboration with professors and faculty members, universities and many other educational institutions, the society organizes scientific seminars, conferences, educational symposia and workshops in each Medical School, so that students can gain practical skills and provide medical services through volunteer programs.

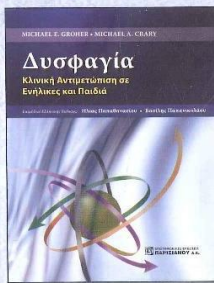
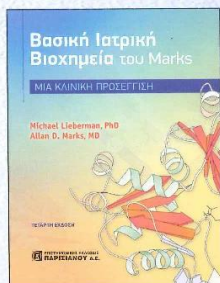
The annual Scientific Congress of Hellenic Medical Students is among the most successful scientific activities of the S.S.H.M.S. For the last 21 years, it has been the largest scientific and social event of the medical student community. It lasts for 3 days and the participants consist of students from every Greek Medical School, from foreign Medical Schools and from Health or Biomedical Science related Schools. Apart from students, also Scientists, Professors and members of other Faculties participate.

A program also worth mentioning is the one called "Iatriki Apovasis", which has been organized and coordinated by the S.S.H.M.S. every summer since 1997. Through this popular volunteer program, medical students from all over Greece can support medical centers on remote islands with their valuable help.

Other activities and courses such as "Fundamentals in trauma management: The Ultimate Suturing Workshop", the innovative project "ESMSC-Essential Skills in Management of Surgical Cases" in collaboration with ELPEN, the cooperation with the Greek Chapter of the American College of Surgeons (ACS) as well as Blood Donations are only examples of the numerous activities of the S.S.H.M.S.

All undergraduate medical students can become members of the S.S.H.M.S., which has a Chapter for each Medical School of Greece.

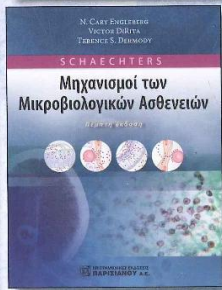
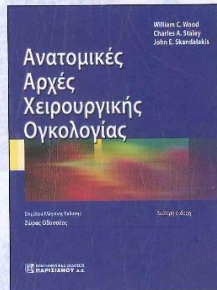
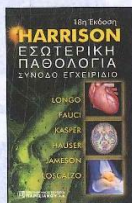
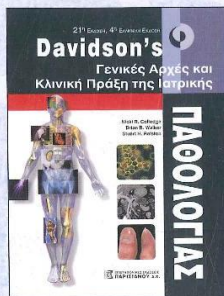
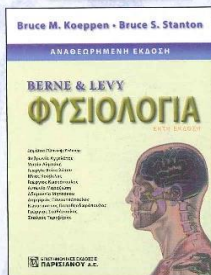
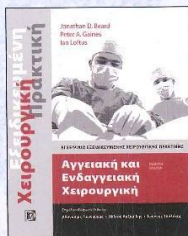
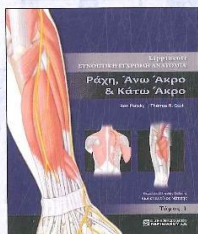
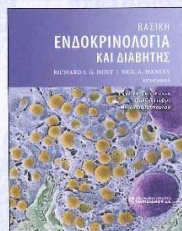
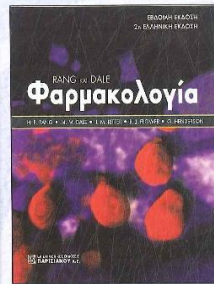
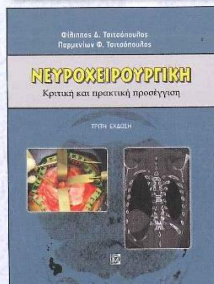
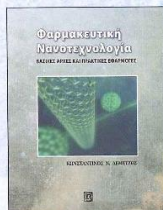




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