

Building a Fellowship Pipeline for Surgical Technologists

From Classroom to the OR

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Meet the Team



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*Manager, Nursing Professional Development &
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Perioperative Services, Hartford Hospital*



Timothy Gregus, BS, CST
*Director, CT State Community College, Manchester
Hartford Hospital Surgical Technology Program*



Lynn Massoia, MSN, RN, NPD-BC, CV-BC
*Nursing Professional Development Specialist
Perioperative Services, Hartford Hospital*



Cassandra Eilers, MS, BSN, NPD-BC, CNOR
*Nursing Professional Development Specialist
Perioperative Services, Hartford Hospital*

Perioperative Services at Hartford Hospital

Level 1
Trauma

Transplant
Center

53,386
Cases
(FY25)

60 ORs

600 Staff

29% CST

10 Leader
Teams

4
Campuses

Hartford Region Surgical Technology Training



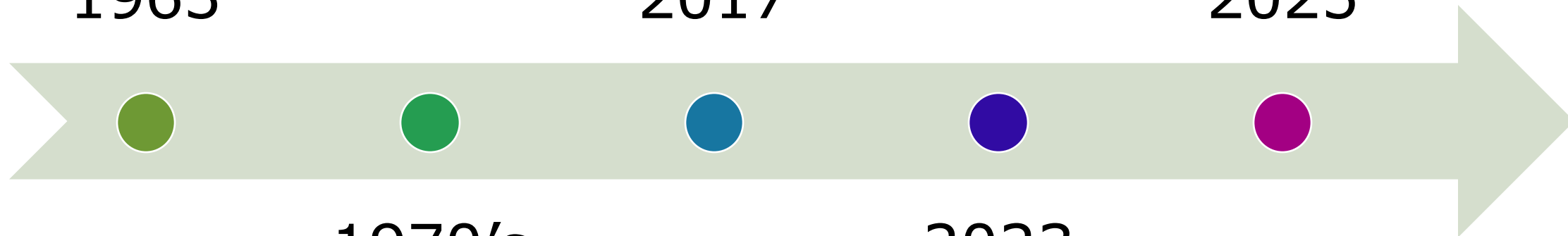
1963



2017



2025



1970's



2023



Surgical Technology Program Success

20

96

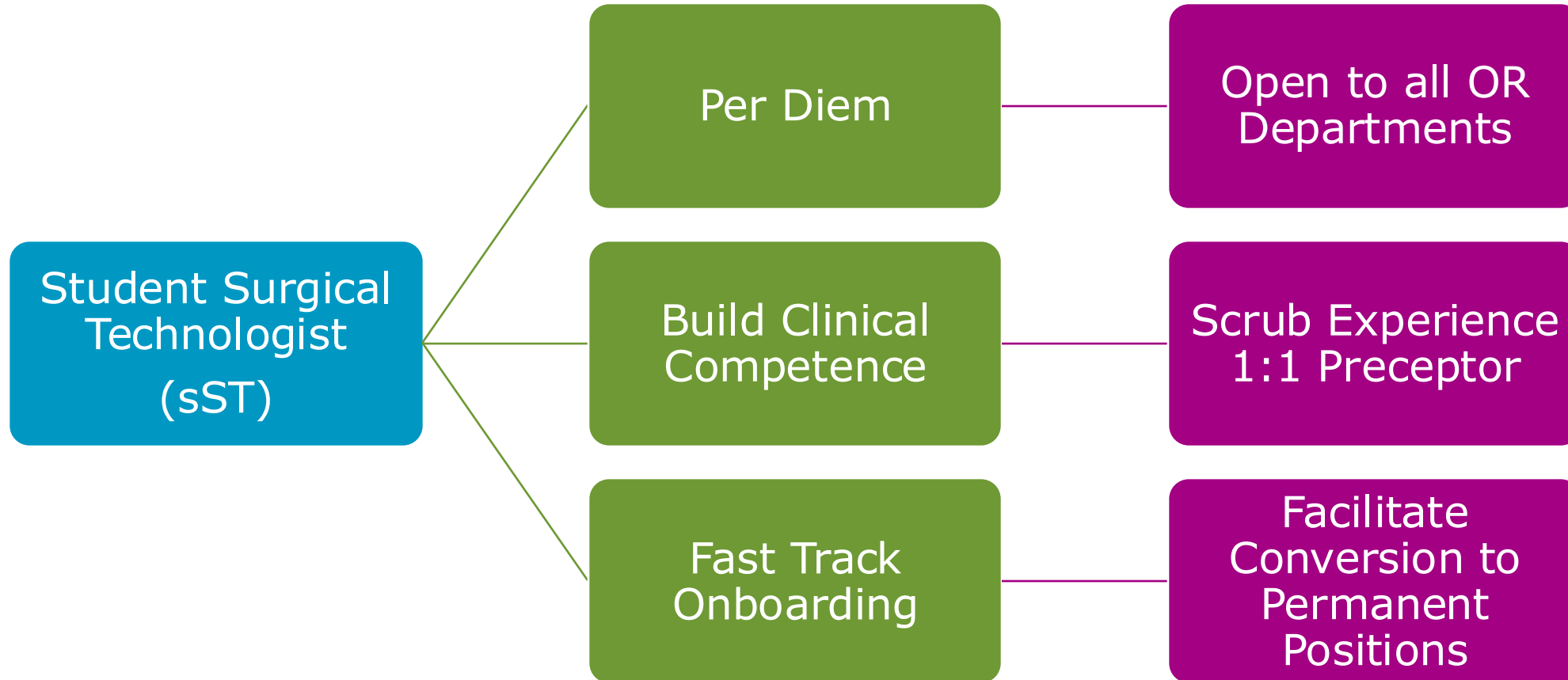
91%

150+

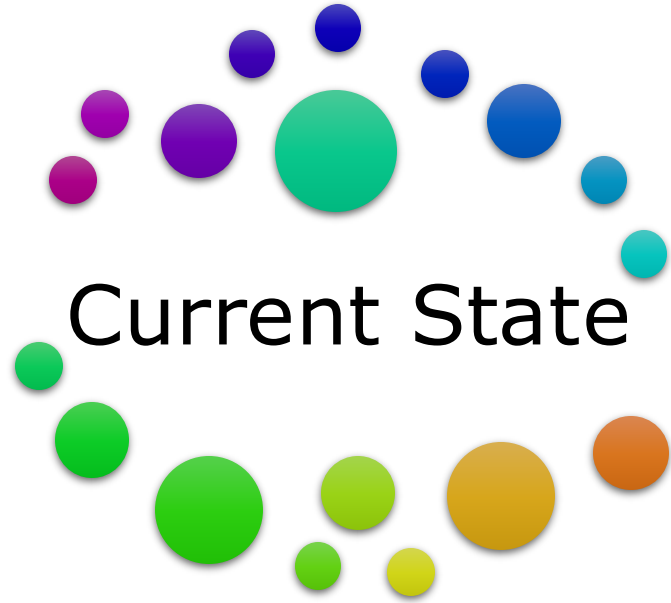
7

2,732

Building Clinical Competence



Gap Analysis

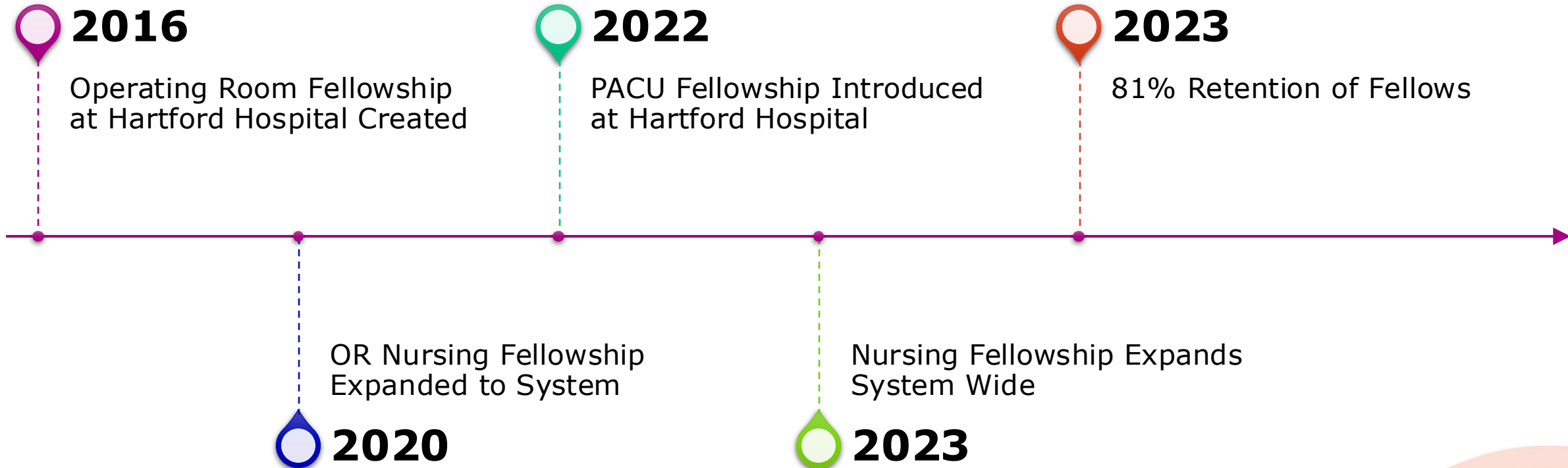


- Onboarded without consideration of academic commitments
- Reporting structure confusion
- No defined timeline
- Lack of structured curriculum
- Scope and role varied



- Seamless integration with academic program
- Structured timeline & curriculum
- Rigor and consistency to application process
- Program evaluation and metrics

HHC Fellowship Programs – A Road Map to Success



Student Surgical Technologist Fellowship



Collaborated with CT State Surgical Technology Program



Designed with consideration for academic obligations



Defined timeline



Defined reporting structure

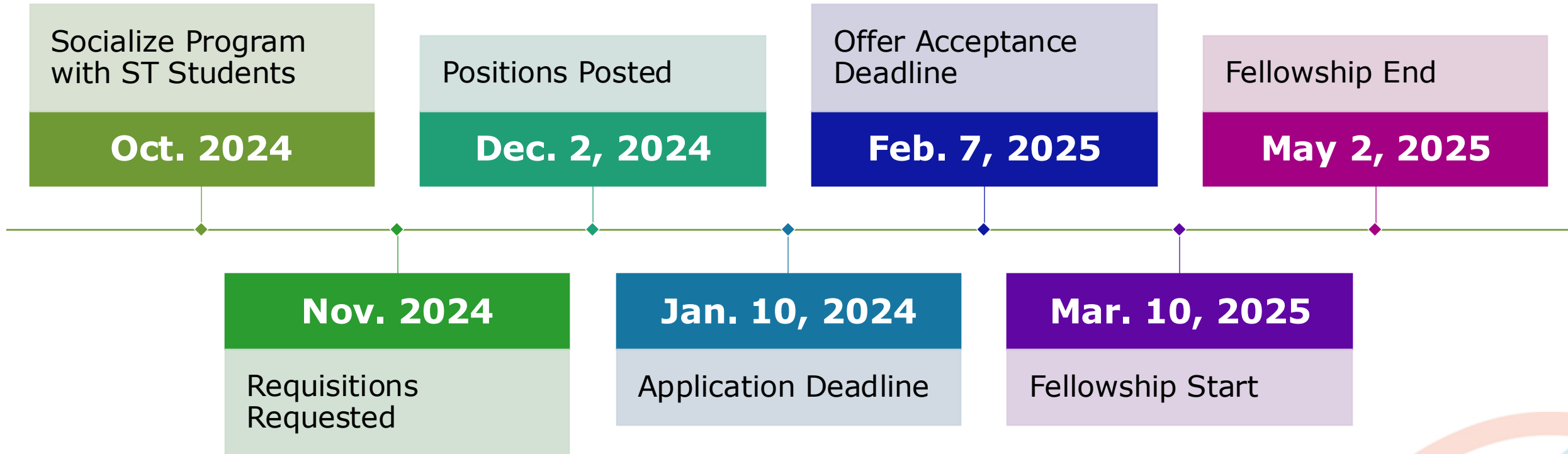


Minimum hours per week

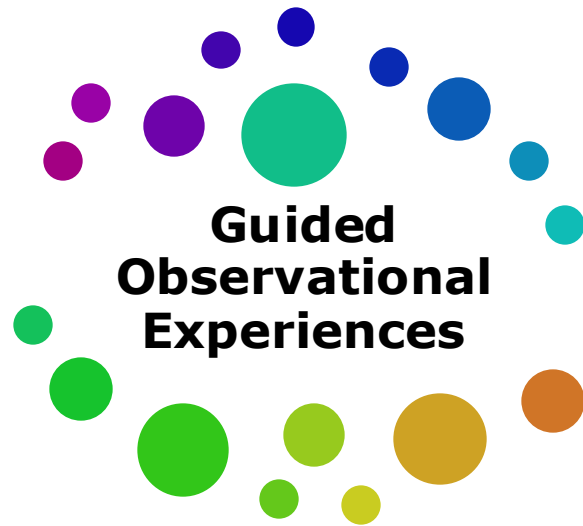


Specifically curated learning experiences

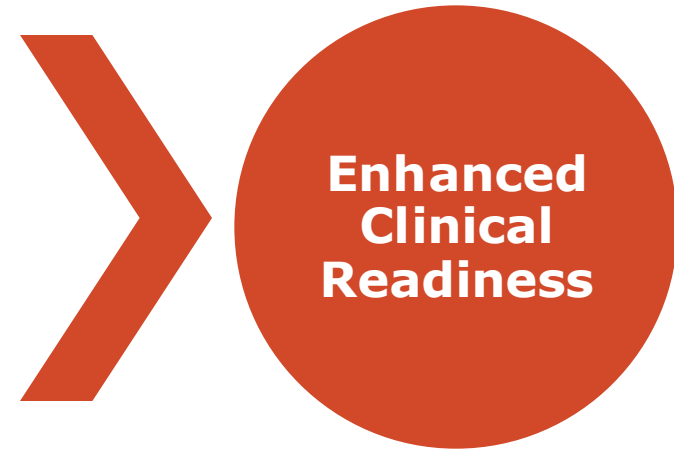
Program Timeline



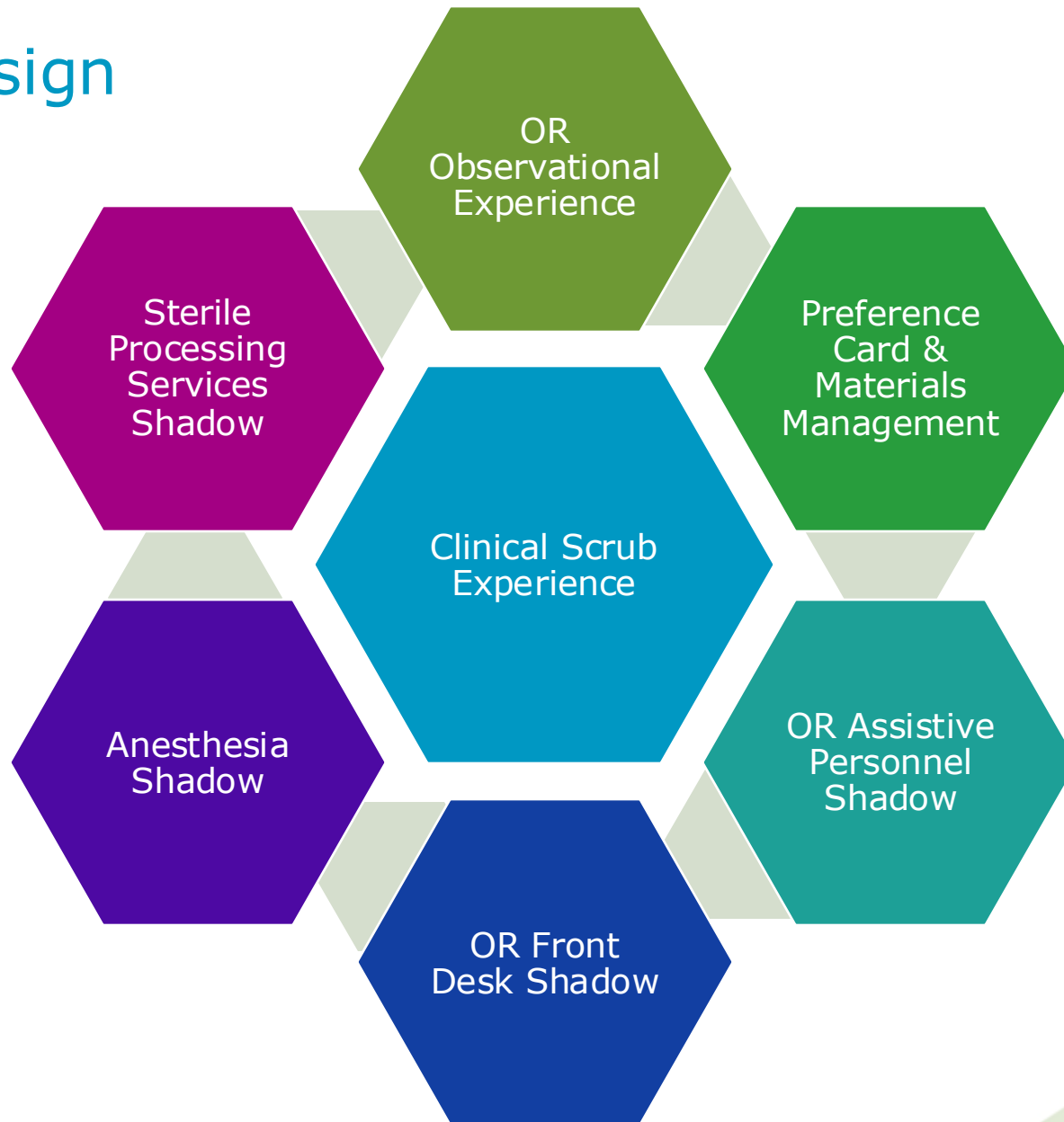
Curriculum Design



**Clinical Scrub
Experiences**



Curriculum Design



Curriculum Design – Learning Objectives



Explain the structure, expectations, curriculum, and goals of the fellowship program, demonstrating understanding of key **perioperative workflows and processes**.



Describe and differentiate the **various roles and responsibilities within the perioperative team**, including nursing, anesthesia, surgical technologists, and support staff, to illustrate how each contributes to patient care and OR efficiency.



Apply principles of **effective communication**, teamwork, and collaboration to support a safe, coordinated, and professional OR environment.

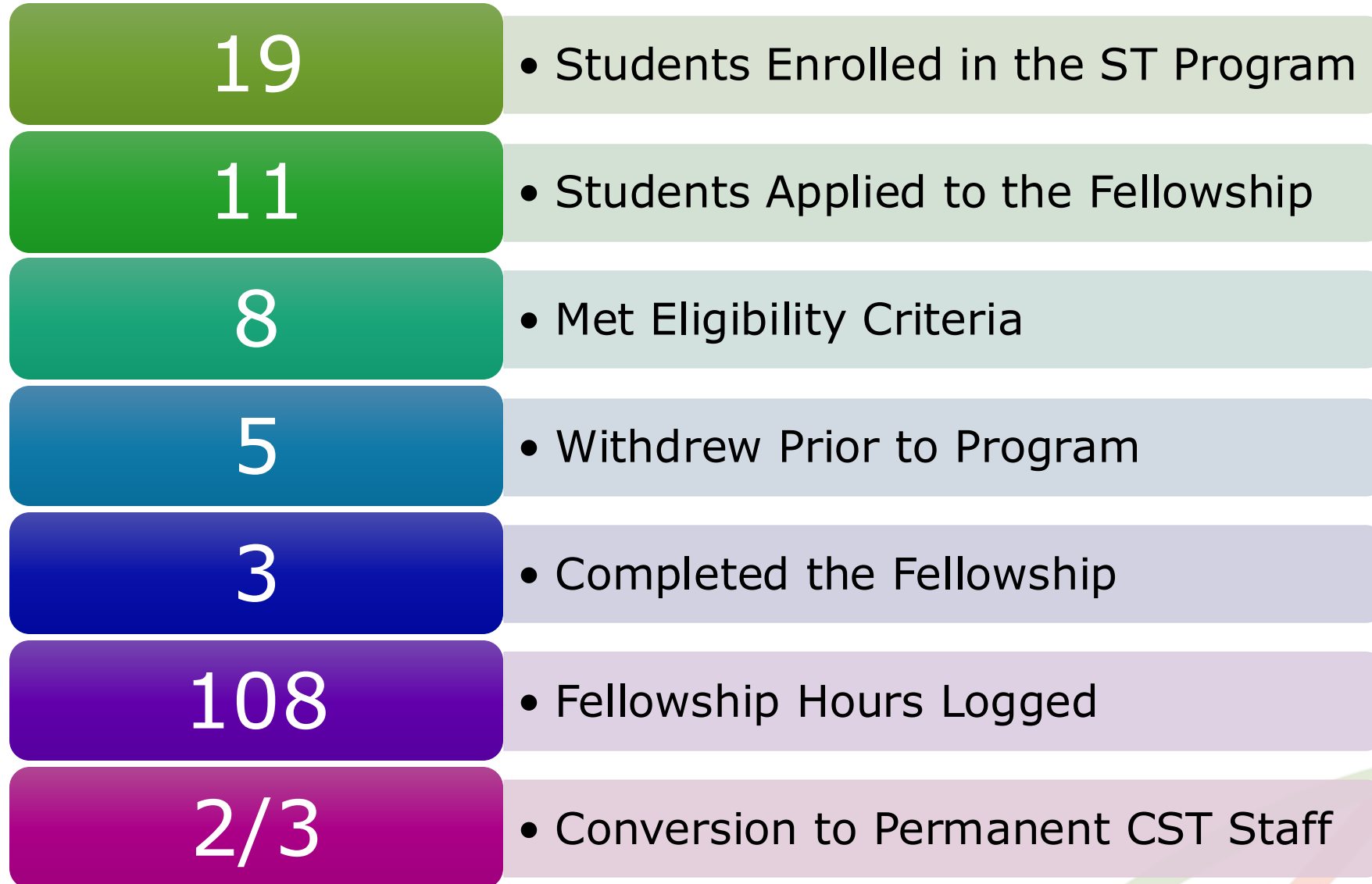


Demonstrate adherence to **perioperative safety practices**, including patient safety during anesthesia and appropriate instrument handling, inspection, and sterilization processes.



Develop and refine **competence and confidence** in performing the scrub role, integrating feedback from preceptors and reflective practice.

Spring 2025 Cohort Hiring



Program Feedback



Appreciated OR
variety



Improve
communication/
coordination with OR
teams



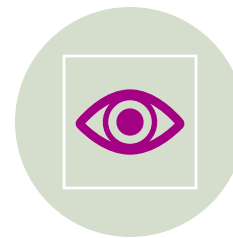
Fellowship and clinical
hours at the same
location



Likely to recommend



Found the experience
valuable



Appreciated
observational
experiences but
wanted more scrub
experience

Looking Forward

01

Implement
across Hartford
Healthcare
system in 2026

02

Mitigate late
withdrawal due
to academic
rigor

03

Post program
evaluation

04

Track program
metrics

References

- Connecticut State Colleges & Universities. (n.d.). *Surgical technology, A.S.* CT State Catalog. https://catalog.ctstate.edu/preview_program.php?catoid=19&poid=7648
- Hartford HealthCare. (2024, July 29). *Summer fellowship prepares student nurses for the profession.* <https://hartfordhealthcare.org/about-us/news-press/news-detail?articleId=58046>
- Manchester Community College. (n.d.). *Manchester Community College (Connecticut).* In *Wikipedia*. Retrieved October 6, 2025, from [https://en.wikipedia.org/wiki/Manchester_Community_College_\(Connecticut\)](https://en.wikipedia.org/wiki/Manchester_Community_College_(Connecticut))

Questions

