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Prof. Yu is the Honorary President of Shandong First Medical University & Shandong Academy of Medical Science, Chairman designate of Chinese Society of Clinical Oncology, Honorary Chairman of China Society for Radiation Oncology (CSTRO), and Chairman of Multidisciplinary Diagnosis and Treatment (MDT) Committee of China Anti-Cancer Association. He is the Chairman of Shandong Anti-Cancer Association, and Chairman of Shandong Society of Clinical Oncology.

Q: Please describe the milestones in the Multidisciplinary Team (MDT) approach to tumor management at Shandong Cancer Hospital and Institute, affiliated with Shandong First Medical University.

Standardized management is paramount for advancing cancer patient outcomes, with MDT serving as linchpins to ensure its implementation. I have been steadfastly advocating for standardized cancer management, pushing our hospital to prioritize it as a strategic imperative. In 2020, we spearheaded the adoption of face-to-face MDT for newly admitted patients, led by a dedicated expert team, offered at no extra charge. For example, the lung cancer MDT I oversee convenes every Wednesday afternoon, often extending late into the evening. Under my guidance, healthcare professionals across all levels have embraced and applied MDT principles.

Presently, our hospital conducts face-to-face MDT sessions for nine tumor types, such as lung, esophageal, and breast cancers, while online sessions cover 13 common tumor types. In 2023, we completed 62,310 MDT cases (including 14,150 lung cancer cases), a remarkable 46.7% annual growth from 2020.

The tangible impact of our hospital-wide MDT initiative has been profound, leading to noticeable improvements in overall survival rates, patient well-being, and satisfaction levels. With the ongoing promotion of standardized management centered on MDT, all hospital departments

have made great progress, elevating our institution's influence and attracting more patients.

The adoption of "full-coverage MDT mode" has catalyzed comprehensive advancements in our hospital's clinical practices. Alongside three national awards received in the past decade, we were honored with a Second Prize of National Science and Technology Progress Award in 2024. Nearly 500 esteemed domestic hospitals have visited us over the past year to learn from our experience. We aspire for this model to be widely disseminated both domestically and internationally, aiming to better serve patients worldwide.

Q: What successful experiences has the hospital achieved in building a high-level talent pool and empowering high-quality development of the institution?

Guided by the principle that "talent is the first resource," we have implemented precise measures encompassing talent recruitment, cultivation, utilization, evaluation, and motivation. This strategic focus has led to continuous optimization of the talent development ecosystem, and expansion of our talent pool, injecting new vitality into our trajectory of high-quality development.

Our recruitment efforts span from attracting renowned experts to nurturing outstanding graduates. For instance, in 2019, Professor Jingfu Wang was invited to establish the Pediatric Oncology Department, which has swiftly evolved into

one of the nation's premier departments under his leadership. Moreover, I personally oversee the recruitment of graduates, annually visiting prestigious universities to identify exceptional students. We have also devised innovative strategies for attracting overseas talent, leveraging our internationally educated staff to spearhead talent scouting and recommendation initiatives.

Institutional reform and innovation play pivotal roles in nurturing talent within our ranks. The implementation of a rigorous department director selection system has facilitated the promotion of highly capable and promising young talents into middle-level managerial roles. Performance evaluations and the attending physician system further ignite the enthusiasm and creativity of our staff, driving continuous improvement in clinical and research endeavors.

Our commitment to talent recruitment is evident in the establishment of cutting-edge platforms, such as the proton therapy equipment operationalized in November 2023. This state-of-the-art technology system, complemented by advancements in heavy ion and neutron therapy projects, has garnered international acclaim, attracting talented individuals to showcase their expertise.

Moreover, we have innovated our talent training system with a tailored program for young talents, offering research funding, mentorship, and regular assessments to incentivize rapid growth. Notably, several individuals have been recognized as "Taishan Young Scholars," with others receiving funding from the National Natural Science Foundation of China. We are also pioneering a postdoctoral integration training model, aiming to cultivate comprehensive talents proficient in both clinical practice and scientific research.

Shandong Cancer Hospital and Institute, affiliated with Shandong First Medical University

Shandong Cancer Hospital and Institute was founded in 1958 and is a 3A-grade hospital mainly offering medical treatment, teaching and training, scientific research, and disease prevention. The department of radiation oncology is listed as the national key clinical specialty. Over the past few years, the hospital has won over 20 awards at or above the ministerial and provincial levels, including three second prizes of the National Science and Technology Progress Awards.