

FELLOW TO FACULTY TRANSITIONS

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A LITTLE ABOUT ME



- ▶ College – Fellowship at University of Iowa
- ▶ Wanted to remain in an academic center pursuing a tenure-track position
- ▶ Recession really hit (2010)
- ▶ Interviewed at lots of places
- ▶ Received an institutional K award at Iowa and was a faculty member for 3 years
- ▶ Joined the University of Colorado faculty in August 2013

TRANSITIONS



- ▶ One of the most stressful periods of your career
 - ▶ Some firsts
 - ▶ Match is not part of this process
 - ▶ On your own
- ▶ Keys to success
 - ▶ Careful planning
 - ▶ Engaging junior and more senior faculty members and discussing their experiences

JOB LIFECYCLE



Getting started



Identifying potential jobs



Evaluating opportunities



Offer logistics



Summer break



After you start



GETTING STARTED



- ▶ Define your dream job
 - ▶ Academic? Private practice?
 - ▶ Physician-scientist? Clinical Educator? Pure Clinician?
 - ▶ Breakdown of responsibilities
 - ▶ Size of program?
 - ▶ Location?
 - ▶ Other factors to consider (spouse, family, etc.)?
- ▶ Not always clear in the beginning

IDENTIFYING POTENTIAL JOBS



- ▶ Mentors and other faculty members
 - ▶ Fellowship director
- ▶ Networking/Meetings
- ▶ Emails/letters to division directors
- ▶ Internet can help...
 - ▶ PediHeartNet
 - ▶ Congenital Cardiology Today
 - ▶ AAP (PedJobs)
 - ▶ LinkedIn
 - ▶ Google

EVALUATING OPPORTUNITIES



- ▶ Will you fit in with the division?
- ▶ Do faculty members seem happy?
- ▶ Has the section undergone a lot of turnover?
Why?
- ▶ Opportunities for research?
 - ▶ Resources available for research?
 - ▶ Databases, coordinators, statisticians, etc.
 - ▶ Faculty extramural funding
- ▶ Mentorship structure

EVALUATING OPPORTUNITIES



- ▶ Staying where you trained
 - ▶ Positives
 - ▶ Very familiar with the system
 - ▶ Already have mentorship in place
 - ▶ Administrative logistics tend to be easier
 - ▶ Negatives
 - ▶ ? Less leverage for negotiating
 - ▶ Takes some time for others to recognize that you are no longer a fellow
 - ▶ Lack of exposure to other ways of doing things

OFFER LOGISTICS



- ▶ Things to discuss for inclusion in offer letters
 - ▶ Responsibilities (i.e., clinical time, research, teaching)
 - ▶ Ask for everything you potentially could need
 - ▶ Start-up funds, equipment (computer, software, lab toys), personnel (lab or clinical)
 - ▶ Moving expenses
 - ▶ Benefits, CME/books/travel/dues

OFFER LOGISTICS



- ▶ Negotiating
 - ▶ Show your offer letter to others for review
 - ▶ Get opinions from junior and more senior faculty members
 - ▶ Have a lawyer review your letter
 - ▶ Salary
 - ▶ Salary increases will be based on your first salary
 - ▶ Is it fair?
 - ▶ Raises, incentive structures
 - ▶ Starting rank – instructor versus assistant professor

SUMMER BREAK



▶ Research

- ▶ Have a discussion with your current mentor if you want to transition your research (what is movable, what is not)
- ▶ Identify a new research mentor as soon as possible
 - ▶ Your current mentor may be able to point you in the right direction

▶ Skills to develop

- ▶ Billing practices
- ▶ Reference manager system, PowerPoint, literature reviews
- ▶ Study for boards

AFTER YOU START



- ▶ Understand promotion criteria
- ▶ Learn how to say no
 - ▶ “Thank you so much for thinking of me, but I'm sorry I won't be able to write a chapter... join that committee... write a review. I am unable to meet your deadline. Please think of me in the future”
- ▶ Identify a career mentor who can help guide and protect you

AFTER YOU START



- ▶ Pitfall #1: Too much service effort
 - ▶ Committee work usually requires more hours than the actual committee meeting
- ▶ Pitfall #2: Diffusion and Confusion
 - ▶ “I’m working so hard, but am not getting anything done”
 - ▶ Establish a clear plan with distinct goals shortly after starting

AFTER YOU START



- ▶ Pitfall #3: Lack of mentoring or guidance
 - ▶ May need to develop a multidisciplinary team approach
- ▶ Pitfall #4: Exploitation by other faculty members
 - ▶ Be cognizant of what you are agreeing to
 - ▶ Sometimes, you have no choice, but to say yes

AFTER YOU START



- ▶ Pitfall #5: Lack of perseverance
 - ▶ Pursuit of extramural funding, manuscripts, and improved teaching
 - ▶ Don't give up!

- ▶ Work-Life Balance
 - ▶ Make time for yourself, family/friends
 - ▶ Use your vacation time

TAKE HOME MESSAGES



- ▶ Fellow-to-faculty transitions are challenging
- ▶ Learn from other faculty members' experiences
- ▶ Engage as many trusted advisors that you can
- ▶ Develop a list of goals and stick to them
- ▶ Identify mentorship team
- ▶ Learn to say no!

RESOURCES



- ▶ Alpert J. Finding the Right Job in Clinical Practice or Academic. *Circulation*. 2010;121:1862-1865.
- ▶ Saha S et al. A Survival Guide for Generalist Physicians in Academic Fellowships Part 2: Preparing for the Transition to Junior Faculty. *J Gen Intern Med*. 1999;14(12):750–755.
- ▶ Making the Right Moves. Howard Hughes Medical Institute. (free download)



GOOD LUCK!