# FELLOW TO FACULTY TRANSITIONS

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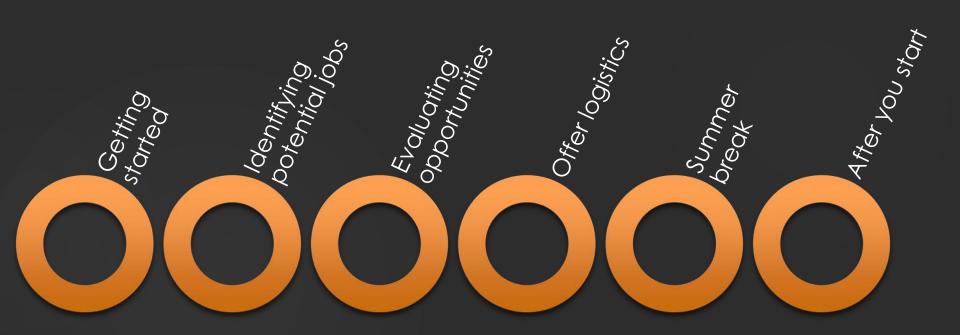
#### A LITTLE ABOUT ME

- 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 lowa 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**

- 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

- Understand promotion criteria
- Learn how to say no
  - 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

- ▶ 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

- ▶ 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

- ▶ 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!