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!


Making the Right Moves. Howard Hughes Medical Institute. (free download)
GOOD LUCK!