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Five Key Elements to Self-Monitor and/or Coach Clinician Educators To Career Success

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FIVE KEY ELEMENTS TO SELF-MONITOR AND/OR COACH CLINICIAN EDUCATORS TO CAREER SUCCESS
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BACKGROUND

• CONTEXT: Clinician Educators (CEs) face multiple and often competing accountabilities and performance metrics.
  o Clinical Service, Clinical Teacher, Clinical Educator, Scholar

• NEED: Developing and sustaining CEs expertise as resilient educators is vital to Graduate Medical Education (GME).
  o Early CE career development support through formal programs
  o Limited programs to sustain CE career development
  o Faculty of local Senior Educators who can advise on key CE career success elements

• CHALLENGE: Limited U.S. specific literature on CE career success keys beyond research, scholarship, academic promotion.
  o 2001 – Understanding the Careers of Physician Educators... [U.S.]
  o 2004 – Outcomes Results from... Faculty Scholars Program [U.S.]
  o 2015 – 'It was serendipity'... [Australian / New Zealand]

OBJECTIVE

To identify the key elements to having a successful career as a clinician educator in the U.S.

METHODS

• Crowdsourcing Distinguished Medical Educators (MEs)
  Authors e-mailed 42 senior U.S. based ME
  o AOA and specialty society teaching award recipients
  o Medical education journal editors/board members
  o Clinical department chairs, deans/associate deans for education, faculty development leaders, Society of Directors of Research in Medical Education, CGEA Medical Education Laureates
  o Gender: About evenly distributed
  o Geography: Representative of regions across U.S.

• The Ask: List your top 5 “keys to having a successful career as a CE” that provide as guidance to your colleagues

• Analysis:
  o Results were independently reviewed by authors
  o Cross-cutting themes identified and linked to existing literature
  o Findings presented to clinical educators in longitudinal faculty development programs
  o Themes were condensed, reframed and refined to be “action” oriented

RESULTS: 5 KEYS TO HAVING A SUCCESSFUL CAREER AS A CLINICIAN EDUCATOR IN U.S.

#1 Learn @ Yourself

What brings you meaning? When are you most absorbed?
What kind of a career do you want to have?
Define what “success” means to you. Dream!
What are your “drivers”? Your risk tolerances? Aversion?

#2 Find Your “Fit” Within Your Setting

What were you hired to do?
What do your bosses need/expect?
What are they “driven” to do?
What are their “deliverables”?
“Follow the money” – what types of things get funded?

#3 Set Goals → Act Now

Find the Convergence between:
#1: “What you’ve learned about yourself”
#2: “How you ‘fit’ within your setting/organization”
Set Your Goals & Do something - Aim HIGH but start small

#4 Take Charge Self-Manage

#5 Grow as a Med Educator

#1: “What you’ve learned about yourself”
#2: “How you ‘fit’ within your setting/organization”

#5: Nurturing and sustaining their vitality and well-being
  o Continuously improving quality of our GME programs
  o Proactively preparing our graduates for the 2035 practice scenarios emerging from the ACGME’s work

SIGNIFICANCE/IMPLICATIONS

• Nurturing CE Success is Vital To:
  o Continuously improving quality of our GME programs
  o Proactively preparing our graduates for the 2035 practice scenarios emerging from the ACGME’s work
  o Nurturing and sustaining their vitality and well-being

• The 5 Keys to CE Success can be used to frame development efforts - be it from the lens of an individual faculty, a coach/chair, and/or program perspective

SELECTED REFERENCES


ACGME 2017 Annual Education Meeting – Orlando, FL
Poster Available for Download Via QR Code – Aurora Health Care SelectedWorks