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

Deborah Simpson, PhD, Karen Marcadante, MD, Kjersti Knox, MD - Milwaukee, Wisconsin

BACKGROUND

• CONTEXT: Clinician Educators (CEs) face multiple and often competing accountabilities and performance metrics.1-3
  - Clinical Service, Clinical Teacher, Clinical Educator, Scholar
• NEED: Developing and sustaining CEs expertise as resilient educators is vital to Graduate Medical Education [GME].1,4
  - Early CE career development support through formal programs
  - Limited programs to sustain CE career development
  - Paucity 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
  - 2001 – Understanding the Careers of Physician Educators... [U.S.]5
  - 2004 – Outcomes Results from... Faculty Scholars Program [U.S.]6
  - 2015 – ‘It was serendipity’... [Australian / New Zealand]6
  - 2016 – Twelve tips for early career medical educators [Canada]7

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
  - AOA and specialty society teaching award recipients
  - Medical education journal editors/board members
  - Clinical department chairs, deans/associate deans for education, faculty development leaders, Society of Directors of Research in Medical Education, CGEA Medical Education Laureates
  - Gender: About evenly distributed
  - 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:
  - Results were independently reviewed by authors
  - Cross-cutting themes identified and linked to existing literature
  - Findings presented to clinical educators in longitudinal faculty development programs
  - Themes were condensed, refined and refined to be "action" oriented

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

#1 LEARN @ YOURSELF

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  - 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? Aversions?

AOA Robert J. Glaser Distinguished Teacher Award Recipient
  - Keep your priorities straight. When balancing family and work life issues, family comes first – you can always find another job

#2 FIND YOUR “FIT” WITHIN YOUR SETTING

• #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?

AOA Robert J. Glaser Distinguished Teacher Award Recipient
  - Understand your purpose – your boss, chairman, division chief hired you to do a specific job
  - Figure out a way to put your own stamp on the things you are asked to do every day
  - Try to identify program gaps and opportunities for improvement

Renowned Author/AOEm Fellow & NBME Hubbard Award Recipient
  - Be sure the work and institutional environment is a good “fit.” [Read] “First Break All the Rules”

#3 SET GOALS ➔ ACT NOW

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

#4 TAKE CHARGE SELF MANAGE

• #4 TAKE CHARGE SELF MANAGE
  - Have the courage to “say no nicely”
  - Create a Strategic Plan for Yourself (“soft” or formal 5 yr
  - Cultivate relationships – peers, mentors – be a team player
  - Join/form a community of educators → relationships → friends

AOA Robert J. Glaser Distinguished Teacher Award Recipient & Past President National Physician Society
  - When I talk to residents or jr faculty members, I regularly disclose that I have never had a 5 year plan – the visible and audible relief when I say this never ceases to impress me...
  - Of course, this is not a strategic approach to a career in AM... times when it has been unclear where my salary would be coming from 4 months hence but it has allowed me to over & over again engage with work that has felt meaningful to me and that has been worth a lot.

#5 GROW AS A MED EDUCATOR

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  - Nurturing and sustaining their vitality and well-being
  - Proactively preparing our graduates for the 2035 practice scenarios emerging from the ACGME’s work
  - Nurturing and sustaining their vitality and well-being

TEACHING, LEARNING, GROWING AS CE

• MEDICAL EDUCATION IS NOT A HOBBY – GET SERIOUS NOW!
  - Read widely in and outside of medical education – tell a few others what you’ve read
  - Be active – Go to conferences to learn, met colleagues volunteer
  - Take risks – Stretch yourself – Volunteer
  - Engage learners in your questions

SIGNIFICANCE/IMPLICATIONS

• NURTURING CE SUCCESS IS VITAL TO:
  - Continuously improving quality of our GME programs
  - Proactively preparing our graduates for the 2035 practice scenarios emerging from the ACGME’s work
  - 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