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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 metrics1-3
  • 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
  • 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
  • 2001 – Understanding the Careers of Physician Educators—(U.S.)5
  • 2004 – Outcomes Results from...Faculty Scholars Program [U.S.] 1
  • 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

It Begins With You!
- 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 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

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

#3 Set Goals & Act Now

Renowned Author/AOAE Fellow & NBME Hubbard Award Recipient
- Be sure the work and institutional environment is a good “fit.” [Read] “First Break All The Rules”
- Find the Convergence between
  • #1 “What you’ve learned about yourself” and
  • #2 “How you fit within your setting/organization”
- Set Your Goals & Do something - Aim HIGH but start small

AOA Robert J. Glaser Distinguished Teacher Award Recipient
- “Focus? E Mail Dialogue Amongst Senior ME’s”
  • If you become overly focused you are more likely to develop blind spots...stunt your own professional growth
  • Short Term: Focus is critical – don’t be distracted by “bright, shiny opportunities”...it must synergize with what you’re already doing
  • Long Term: The world changes...new challenges and opportunities...must be able to shift with changing times

#4 Take Charge Self Manage

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 Teach, Learn, 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, meet 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


ACGME 2017 Annual Education Meeting – Orlando, FL
Poster Available for Download VISQIP Code – Aurora Health Care Selected Works

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