3-9-2017

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

Deborah Simpson PhD  
*Advocate Aurora Health, deb.simpson@aurora.org*

Karen Marcadante MD  
*Medical College of Wisconsin, kwendel@mcw.edu*

Kjersti Knox MD  
*Advocate Aurora Health, kjersti.knox@aah.org*

---

**Recommended Citation**


---

This Abstract is brought to you for free and open access by the Aurora Faculty at Advocate Aurora Health Institutional Repository. It has been accepted for inclusion in Aurora UW Family Medicine Faculty – Milwaukee by an authorized administrator of Advocate Aurora Health Institutional Repository. For more information, please contact AAH-Library@aah.org.
FIVE KEY ELEMENTS TO SELF-MONITOR AND/OR COACH CLINICIAN EDUCATORS TO CAREER SUCCESS

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

BACKGROUND

• CONTEXT: Clinician Educators (CEs) face multiple and often competing accountabilities and performance metrics1-3
  o 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
  o Early CE career development support through formal programs
  o Limited programs to sustain CE career development
  o 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
  o 2004 – Outcomes Results from… Faculty Scholars Program [U.S.] 1
  o 2015 – ‘It was serendipity’... [Australian / New Zealand] 6
  o 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
  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, 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

#1

•  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

•  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

3. SET GOALS & ACT NOW

#3

•  FIND THE CONVERGENCE BETWEEN:
  O1: “WHAT YOU’VE LEARNED ABOUT YOURSELF”
  O2: “HOW YOU ‘FIT’ WITHIN YOUR SETTING/ORGANIZATION”
  SET YOUR GOALS & DO SOMETHING – AIM HIGH but start small

4. TAKE CHARGE SELF MANAGE

#4

•  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 relationshiops 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

5. GROW AS A MED EDUCATOR

#5

•  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 – JOIN/FORM COMMUNITY OF EDUCATORS
•  TAKE RISKS – STRETCH YOURSELF – VOLUNTEER
•  ENGAGE LEADERS IN YOUR COMMUNITY

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