

DEVELOPING YOUR MISSION AND VALUES

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Oct 19, 2020
IDSA Pediatric Fellow's Day



MANY PATHS



FTE “PIE”

17% clinical
33% administration
(chief and FPD)
50% research
= 100% FTE



HOW TO MAKE BIG DECISIONS

- 1.You've Got to Collect All the Information
- 2.You've Got to Chill Out
- 3.You've Got to Know All the Options
- 4.You've Got to Keep a List
- 5.You've Got to Keep Things in Perspective

<https://www.themuse.com/advice/heres-how-to-make-big-career-decisions-you-wont-regret>

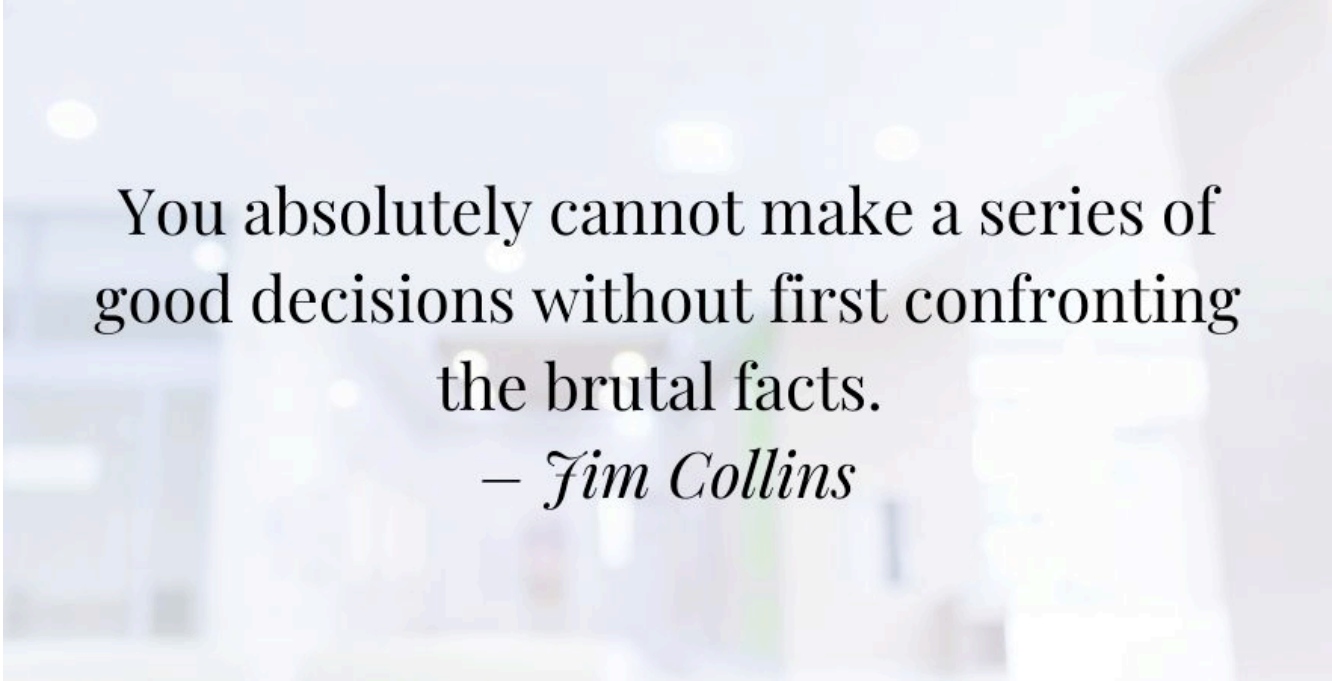
HOW TO MAKE BIG DECISIONS

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HOW TO MAKE BIG DECISIONS

1. You've Got to Collect All the Information



You absolutely cannot make a series of good decisions without first confronting the brutal facts.

— *Jim Collins*

YOU'VE GOT TO COLLECT ALL THE INFORMATION: SELF ASSESSMENT

The screenshot shows the AAMC Careers in Medicine website. At the top, a blue banner reads 'Specialty Response to COVID-19: Several specialties have released guidance around their application cycle.' Below this is a navigation bar with 'Careers in Medicine' and links for 'CONTACT US', 'FAVORITES', and a user greeting 'HELLO, AUDREY'. A breadcrumb trail shows 'CIM HOME / UNDERSTAND YOURSELF'. The left sidebar contains the AAMC logo and a search bar, followed by a menu with links: 'UNDERSTAND YOURSELF', 'EXPLORE OPTIONS', 'CHOOSE YOUR SPECIALTY', 'PREPARE FOR RESIDENCY', and 'TOOLS'. The main content area is titled 'Understand Yourself' with social media share icons. It features three columns of content, each with an image and a heading: 1) 'Understanding the step: Understand Yourself' with an image of a head silhouette and text about discovering who you are; 2) 'About self-assessment' with an image of a person writing and text about decisions based on who you are; 3) 'How to apply your self-assessment results' with an image of a doctor and text about applying information in career planning.

Specialty Response to COVID-19: Several specialties have released guidance around their application cycle. ▶


Careers in Medicine

CONTACT US | FAVORITES | HELLO, AUDREY

CIM HOME / UNDERSTAND YOURSELF


Understand Yourself

SHARE: f t in e



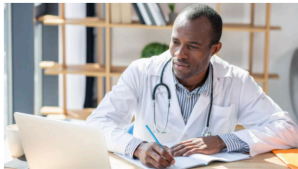
Understanding the step: Understand Yourself

Discovering who you are and identifying what you want for your future requires much thought over time.



About self-assessment

Decisions about your future specialty, residency program, and practice environment are based on who you are and what's important to you.



How to apply your self-assessment results

You've spent the time to thoughtfully proceed through each self-assessment. How should you apply this information in your career planning?

YOU'VE GOT TO COLLECT ALL THE INFORMATION: MENTORSHIP



- “role model” mentor
- leader/mentor
- will likely have >1 mentor/advisor
- OK to think *outside your institution* (especially now)!

YOU'VE GOT TO COLLECT ALL THE INFORMATION: WHAT IS MOST IMPORTANT TO YOU?

- geography
- committed effort (e.g., AMS, IP&C) vs. RVUs vs. grants
- schedule flexibility (research) vs. dedicated hours (outpatient clinic)
- opportunities for advanced leadership roles
- your passion:
 - chance to work within clinical niche (e.g., onco-ID, neuro-ID, HIV)
 - chance to do specific operational work (ASP, IP&C, public health)
 - chance to advance research area of interest

WHAT WOULD YOU GIVE UP IF EVERYTHING ELSE IS PERFECT?

YOU'VE GOT TO COLLECT ALL THE INFORMATION: WHAT IS MOST IMPORTANT TO YOU?

- geography
- committed effort (e.g., AMS, IP&C) vs. RVUs vs. grants
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 - chance to advance research area of interest

**YOU GET TO DEFINE WHAT SUCCESS
LOOKS LIKE FOR YOU**

YOU'VE GOT TO COLLECT ALL THE INFORMATION: HOW DO YOU FIND YOUR PASSION?



You “just know”



“role model”

THE
NOBLEST
QUESTION
IN THE
WORLD IS,
“WHAT
GOOD MAY I
DO IN IT?”

BENJAMIN FRANKLIN

“mission-driven”

YOU'VE GOT TO COLLECT ALL THE INFORMATION:

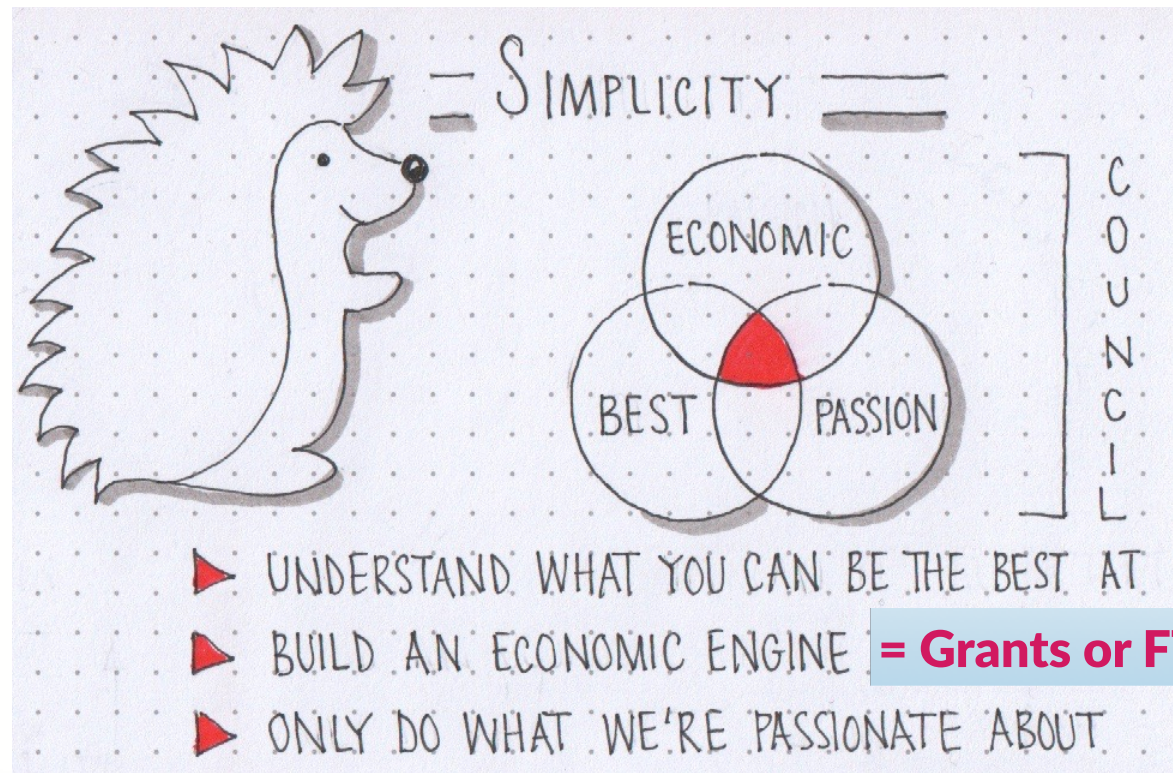
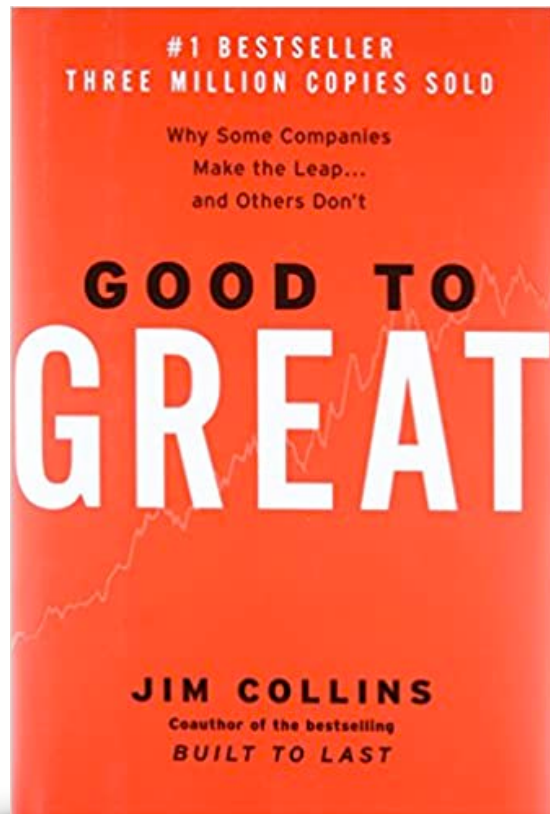
**WHAT IF YOU FIND IT ALL
INTERESTING?
HOW TO CHOOSE?**

YOU'VE GOT TO COLLECT ALL THE INFORMATION:



Go back to your mentors!
Don't forget your former mentors

YOU'VE GOT TO COLLECT ALL THE INFORMATION:
WHAT IF YOU FIND IT ALL INTERESTING? HOW TO CHOOSE?



= Grants or FTE or jobs

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YOU'VE GOT TO CHILL OUT: THE RIGHT FRAME OF MIND



- Start planning and thinking early - reduce time-pressure
- goal = fact-based, unhurried decisions
- when in doubt: sleep on it

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YOU'VE GOT TO KNOW ALL THE OPTIONS: IT'S NOT JUST EITHER/OR!



- OK to take “one from column A” and “one from column B”
- OK to craft your own path
 - e.g., clinical informatics
- relative size of each role can change over time

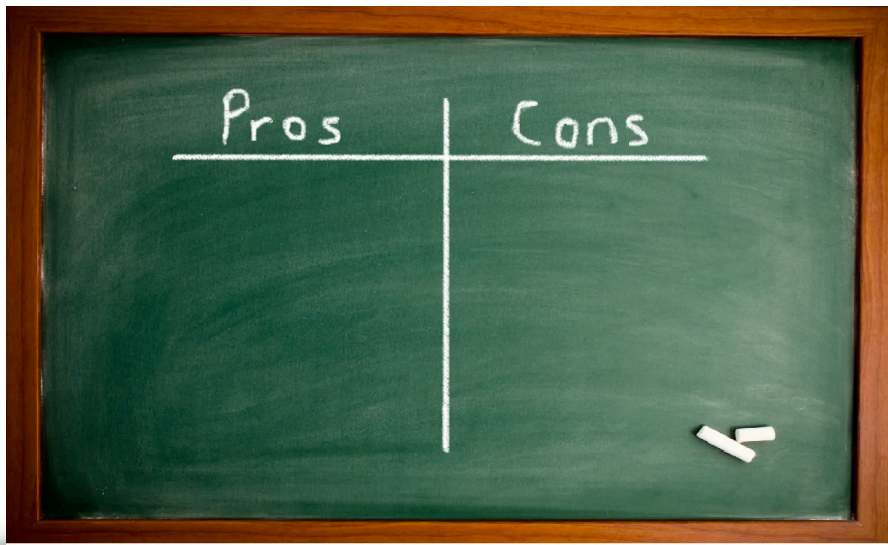
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YOU'VE GOT TO KEEP A LIST:



- may help you organize your thoughts
- especially helpful for decisions over time (keep coming back to your list)
- some things will have higher priority than other (maybe rank items?)

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YOU'VE GOT TO KEEP THINGS IN PERSPECTIVE



**THE CAREER PATH IT
SEEMS EVERYONE HAS
HAD**



**THE CAREER PATH MOST
FACULTY HAVE ACTUALLY
HAD**

YOU'VE GOT TO KEEP THINGS IN PERSPECTIVE: HOW DID OTHER PEOPLE DECIDE?

Women Physicians: Choosing a Career in Academic Medicine

Nicole J. Borges, PhD, Anita M. Navarro, MEd, and Amelia C. Grover, MD

- Interviews with 53 women physicians in academic medicine on career decision-making
- Over half (55%) at Associate/Full Professor level
- 75% sub-specialists

YOU'VE GOT TO KEEP THINGS IN PERSPECTIVE: HOW DID OTHER PEOPLE DECIDE?

- Fit (personality)
- Aspects of academic environment (mobility, teaching, variety, flexibility)
- People (mentors, role models, colleagues)

YOU'VE GOT TO KEEP THINGS IN PERSPECTIVE: HOW DID OTHER PEOPLE DECIDE?

[A]s I was doing my fellowship, I came into contact with academic [specialists] who I sort of found [to be] mentors and people I looked up to, and I thought “I want to be just like them.”

mentors and role models

YOU'VE GOT TO KEEP THINGS IN PERSPECTIVE: HOW DID OTHER PEOPLE DECIDE?

- I kind of fell into it ... when I finished up my training there was a job available at the academic hospital where I did my fellowship. So, it was just very convenient to stay [in] academic medicine.
 - [W]hen I completed residency and was looking for jobs, my residency program offered me a position on faculty and I wasn't having a whole lot of luck at the time finding prospects, and I took the job and have been here ever since.
-
- I'm not sure ... that I made a conscious choice to choose academic medicine as a medical career ... it was just that I never really thought about anything else.... I actually never considered anything else.

**people don't always make decisions
based on pros/cons**

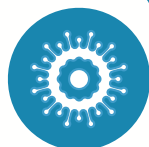
YOU'VE GOT TO KEEP THINGS IN PERSPECTIVE: A FINAL ANECDOTE: STANLEY PLOTKIN

INVENTOR OF THE RUBELLA VACCINE



Pediatric
residency
CHOP;
Hospital
for Sick
Kids
(London)

1957-1960
EIS officer
(CDC)



1963-1991
Virologist
Wistar
Institute
& then
CHOP

invented
rubella
vaccine
(1964)

1972-1990
Chief, ID
CHOP



1991
Sanofi
Pasteur
(Paris)

2006
rotavirus
vaccine
(RotaTeq,
w/Paul
Offit and
Fred Clark)



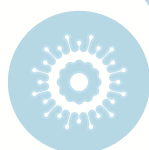
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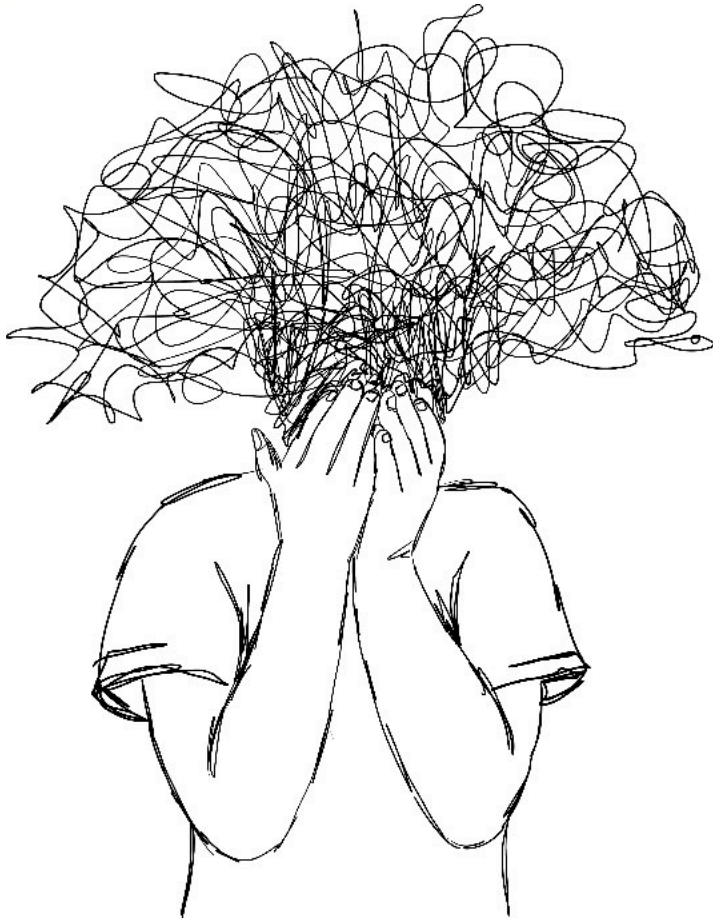


YOU'VE GOT TO KEEP THINGS IN PERSPECTIVE: A FINAL ANECDOTE: STANLEY PLOTKIN

In 1991, he was offered a job in Paris as medical and scientific director of the vaccine manufacturing company that would become sanofi pasteur. “The prospect of leaving academia was not one I had previously considered,” he later wrote, “and I dithered about [the decision] for several months, until one day, during a visit to Paris, I stood on the Pont des Arts, with the River Seine flowing beneath my feet, looking out at Notre Dame and the Ile de la Cité, and like Henry IV decided that Paris was worth the risk.”

YOU'VE GOT TO KEEP THINGS IN PERSPECTIVE

THE 2020 VERSION



- This is not a normal year
- Baseline anxiety is higher
- Priorities may be shifted - temporarily or forever
- Try to be patient with yourself
- Get help when/if you need it