DEVELOPING YOUR MISSION AND VALUES

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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
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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

https://www.aamc.org/cim/understand-yourself
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?
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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”

“mission-driven”

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

Benjamin Franklin
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?

As 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.
- When 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
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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

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

1991
Sanofi
Pasteur
(Paris)
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