

Transitioning Effectively from Fellow to Faculty Member

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Defining Your Interests

- Patient care
- Teaching
- Research

Defining Your Path

- Clinician
- Educator
- Clinical Investigator
- Laboratory Investigator

Academic Tracks

- Clinician-Investigator/Physician-Scientist
 - Tenure
- Clinician-Educator
 - Non-tenure

Academic Tenure

- History of Tenure
 - Associated with seniority and accomplishment
 - Intended to guarantee academic freedom, provide job security, stimulate original ideas
- Meaning of Tenure today
 - Associated with seniority and accomplishment
 - “Permanent” as opposed to annual appointment
 - Salary guarantee
 - Subject to “clock”

Seeking a Position

- PIDS web site
 - Job postings
- Meetings
 - IDSA, PAS, St. Jude-PIDS
- Journals
 - *PIDJ, Pediatrics, Journal of Pediatrics*
- Direct communication

Defining the Fit

- What are your interests?
 - Patient care, teaching, research
- What are the needs of the hiring institution?
 - Patient care, teaching, research
- How much room for negotiation exists?

PEDIATRIC INFECTIOUS DISEASES FACULTY POSITION

The Department of Pediatrics is seeking an outstanding individual at the Associate or Assistant Professor level to join the Pediatric Infectious Disease and Immunology Division at the University of Michigan in Ann Arbor.

Candidates should have an interest in infection control and antibiotic stewardship in pediatrics and be well prepared to lead a research program related to these two clinical areas. UMMC offers outstanding collaborative research opportunities, with close links to the School of Public Health and College of Pharmacy and to Internal Medicine Infectious Diseases. Candidates should also be accomplished teachers, capable of mentoring medical students, pediatric residents and PID fellows in the principles and practice of Pediatric Infectious Diseases. Clinical activities, both in-patient and out-patient, are conducted in the Taubman Outpatient Center and the new 250 bed C.S. Mott Children's Hospital that is scheduled to open in 2011, both located on the UM campus. Candidates must be board certified or board eligible in Pediatrics and Pediatric Infectious Diseases. Academic appointment will be commensurate with academic credentials.

Faculty Position in Bacterial Pathogenesis, Division of Pediatric Infectious Diseases

The Division of Pediatric Infectious Diseases invites applications for a tenure-track faculty position in bacterial pathogenesis at the Assistant or Associate Professor level (M.D., M.D./Ph.D.). Successful candidates will be expected to establish and maintain independent research programs and participate in teaching of graduate and medical students. Candidates should have substantial post-graduate training highlighted by peer-reviewed publications that demonstrate research productivity.

Interested applicants should send curriculum vitae, a statement of current and future research interests and three letters of recommendation to:

Christine Goldsberry

Division of Pediatric Infectious Diseases, Vanderbilt University School of Medicine

D-7235 Medical Center North, 1161 21st Avenue South

Nashville, TN 37232-2363

PEDIATRIC INFECTIOUS DISEASE FACULTY

The University of South Florida College Of Medicine is seeking a full-time faculty member, at the level of Assistant Professor, to join the growing division of Pediatric Infectious Diseases. To practice in one of Tampa's largest teaching facilities; the Division seeks outstanding candidates who will thrive in a scholarly, collaborative environment that emphasizes clinical excellence, collegiality, research, teaching and innovation. Candidates must demonstrate a strong interest in the clinical management of pediatric infectious diseases. Candidates must also have a strong desire to teach and mentor medical students within their clerkships, and to participate in lecture series within the group. Research opportunities are available. Candidates must be board certified in Pediatrics and board certified or board eligible in Pediatric Infectious Diseases. Responsibilities will include comprehensive inpatient pediatric consultative care and follow-up to a diverse neonatal and pediatric population as well as general pediatric inpatient rounding. Responsibilities will also include outpatient pediatric infectious disease consultation and hospital follow-up.

Please direct inquiries with CV, references and a brief description of career plans and professional goals to:

Patricia Emmanuel, MD

Professor and Head of the Division of Pediatric Infectious Diseases

Questions to Address during the Interview Process

- What are the needs of the institution?
- What are the expectations for the open position?
- Has the open position been filled in the past?
- What resources are available to support career development?

Questions to Address during the Interview Process

- What is the environment like?
 - Colleagues
 - Support resources (fellows, residents, students, statisticians, core facilities)
 - Related services, programs, people

Negotiating the Position

- Appointment
 - Academic track (tenure, non-tenure)
 - Rank (Instructor/Associate, Assistant Professor, etc)
 - Departmental affiliation
 - Secondary appointment

Negotiating the Position

- Expectations
 - Patient care, teaching, research, administrative responsibilities (clinics, inpatient attending, satellite sites, lectures, discussion sections)
 - Protected time for research
 - Metrics for success (wRVUs, patient volumes, teaching contact hours, new courses/lectures, timeline for external grant support)

Negotiating the Position

- Basic needs
 - Office space, lab space, support staff
- Start up resources
 - Supplies, equipment, people
- Career development opportunities
 - Coursework, workshops, meeting allowance
- Salary

Salary

- American Association of Medical Colleges (AAMC)
- Association of Administrators in Academic Pediatrics (AAAP)
- National vs. regional benchmarks
- Base vs. total compensation
- 20th, 50th, 80th percentile

Achieving Success

- Follow your passion
- Identify mentors
- Cultivate essential skills
- Establish a timeline
- Document accomplishments

Follow Your Passion

- Research, teaching, patient care
 - Recognize the need to make compromises along the way
- Find a niche
 - Become an expert locally, nationally, internationally

Role of Mentors

- Provide advice
 - research direction, patient care, teaching
- Facilitate networking and collaboration
- Assist w/ decisions about balancing research, clinical, teaching, administrative work
- Assist with navigating institutional environment

Identifying Mentors

- Review Division, Department, School web sites for people with related interests
- Ask Chief, Chair, others about people with related interests
- Ask colleagues at other institutions about people with related interests

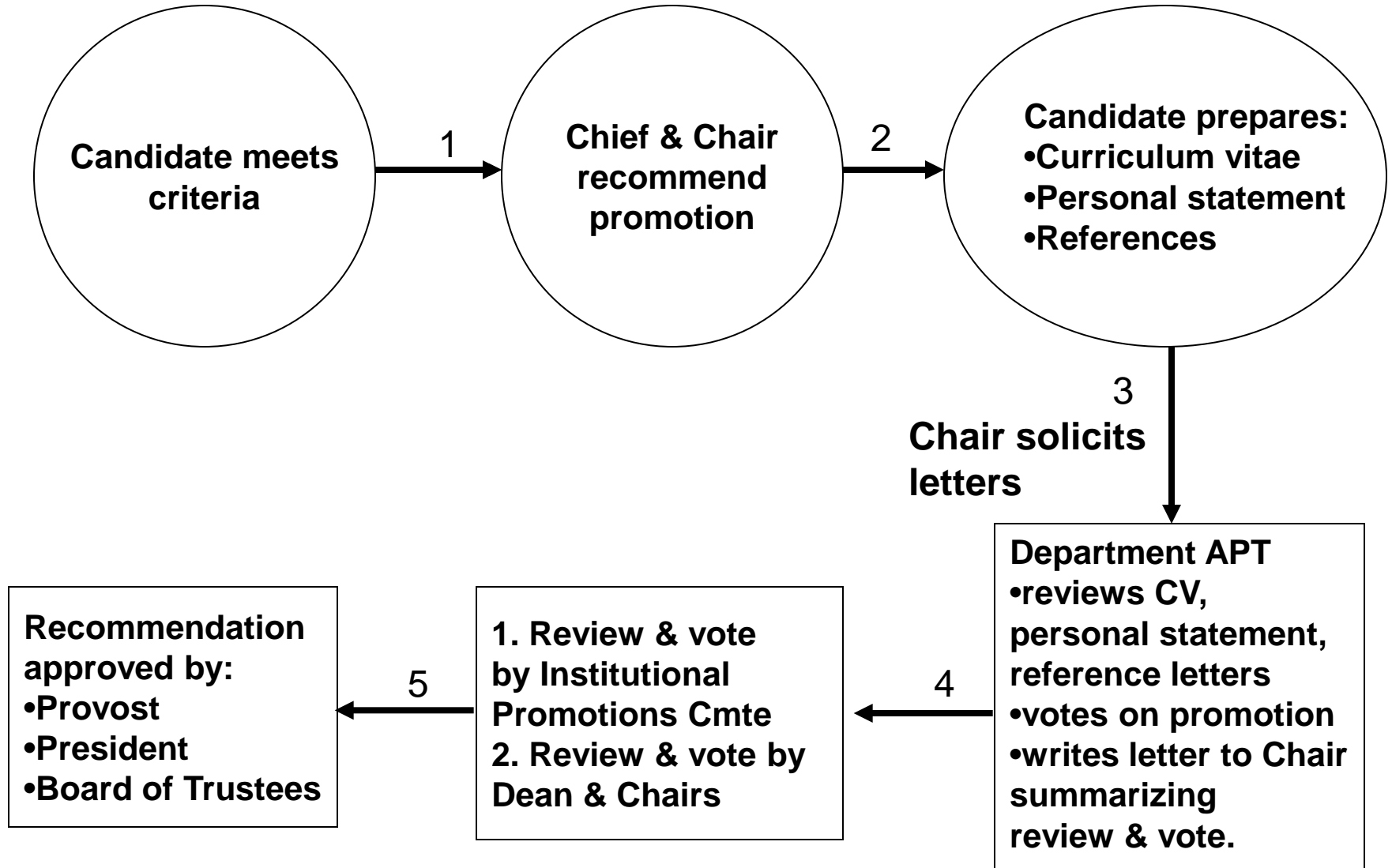
Cultivate Essential Skills

- Develop research abilities
 - Research experience
 - Colleagues
 - Coursework
 - Workshops
 - Meetings
 - Other institutions
- Develop writing abilities
- Separate from mentor

Establish a Timeline

- Understand expectations re: milestones
 - Grant support, clinical work, teaching responsibilities, administrative duties
 - Promotion process
- Set short-term and long-term goals
- Perform annual self-assessment
- Adapt according to interests, opportunities

Promotion Process



Promotion on Tenure Track

- Research theme - focus
- Publications - #, quality, 1st/senior author
- Grant funding - extramural, independent, sustained
- Reputation - local, national, international

Promotion on Clinician-Educator Track

- Excellence in patient care
- Excellence in teaching/mentoring
- Institutional leadership
- Institutional contributions (citizenship)
- Publications (reviews, chapters)
- Research collaboration

Document Accomplishments

- Curriculum vitae
- Academic Portfolio

Academic Portfolio

- Provides comprehensive longitudinal record of accomplishments
- Complements the standard CV
- Provides resource document for annual performance review by Division Chief
- Provides additional information to Department Promotions Committee

Academic Portfolio

- CV
- Patient care activities
- Teaching activities
- Mentoring/advising
- Research
- Leadership/service/advocacy/citizenship
- Accomplishments and goals

Patient Care Activities

- Clinical service time
- Patient care achievements
- Patient care honors or awards
- Quality improvement initiatives
- Protocols to standardize patient care
 - Evidenced-based medicine
 - Clinical pathways

Teaching Activities

- Titles and dates of lectures
- List of CME courses developed/revised
- List of educational materials developed
- List of students, residents, fellows precepted
- Educational committees
- Teaching awards

Mentoring/Advising

- Students/residents/fellows mentored
- Fellow scholarship oversight committees
- Faculty mentoring committees
- Mentoring awards

Leadership, Service, & Advocacy

- Leadership roles in the Department, Hospital, Medical School, Faculty Practice
- Participation in regional and national advocacy groups
- Service awards & honors

Questions