

GWIMS First Job in Academic Medicine Toolkit

Marin Gillis, PhD

Professor and Chief of Division, Ethics Humanities and the
Arts (DEHA)

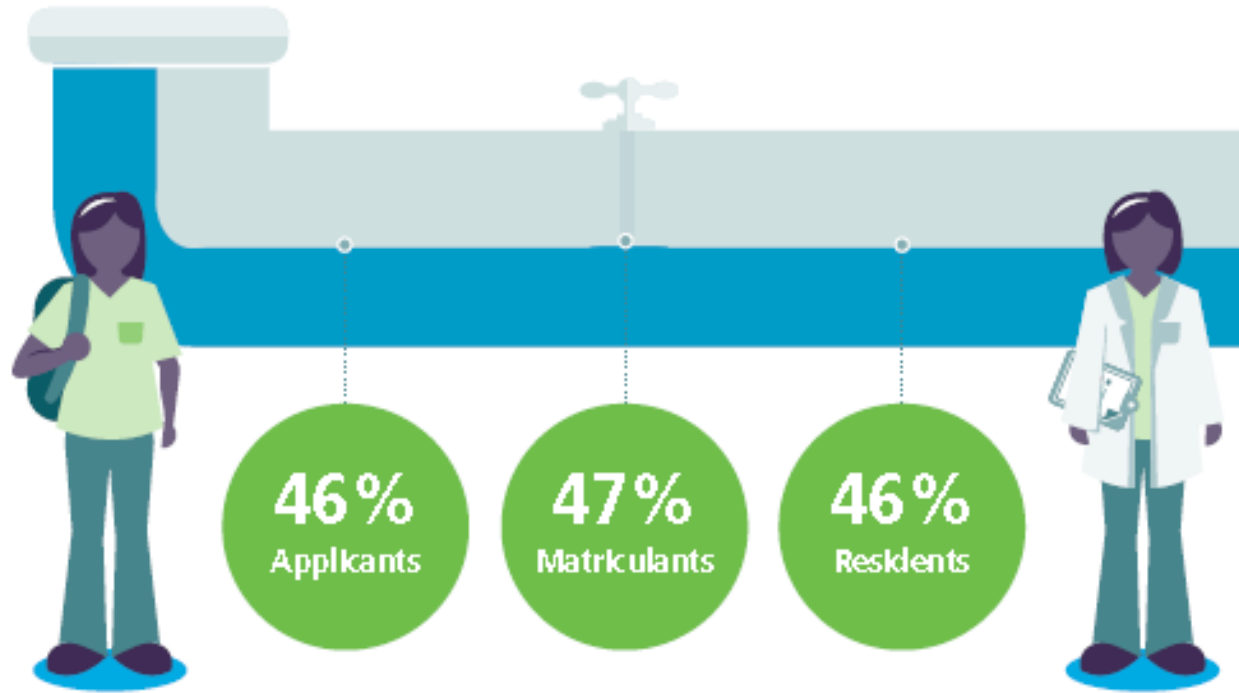
Director, Faculty Advancement
FIU College of Medicine
Miami, FL

October 30, 2018

SESSION OBJECTIVES

- Gain insight into considerations for women entering academic medicine.
- Receive valuable, practical tips to enhance academic medicine application portfolio and interviews.
- Discover GWIMS resources for successful participation and inclusion of women within academic medicine.

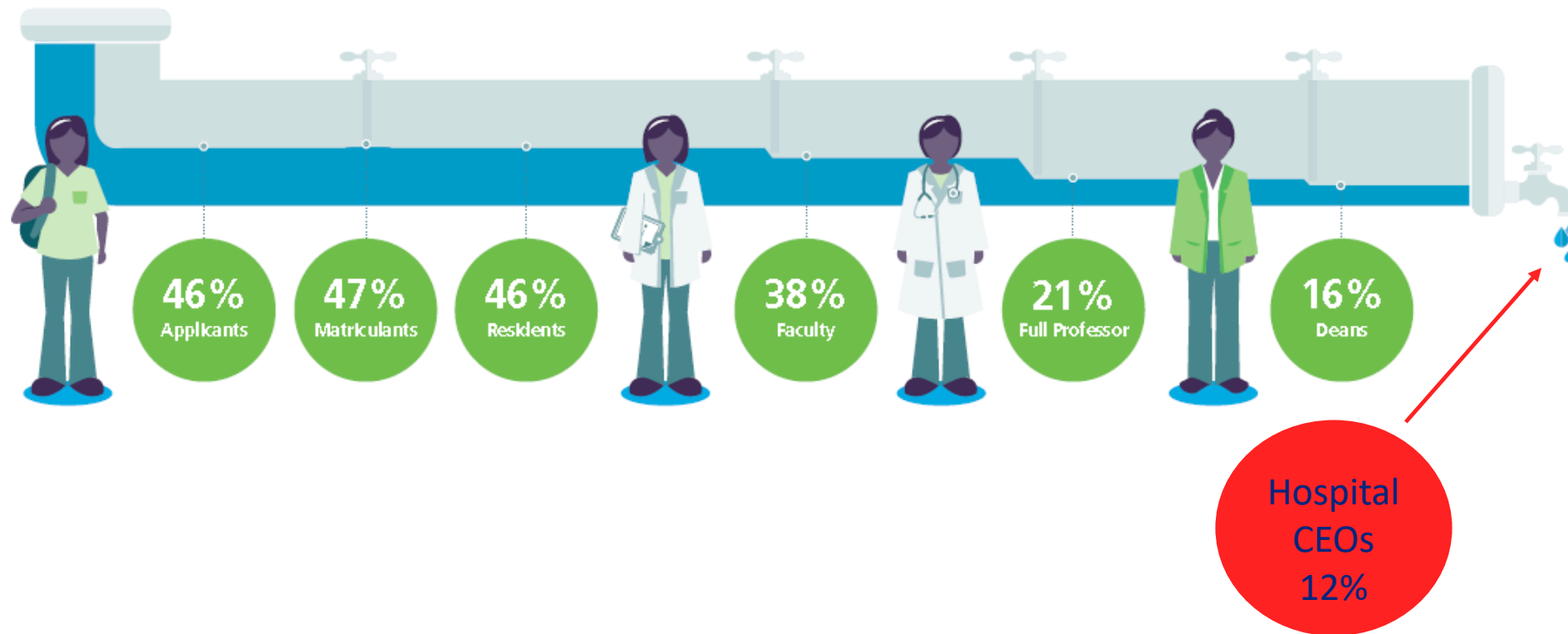
WOMEN IN ACADEMIC MEDICINE



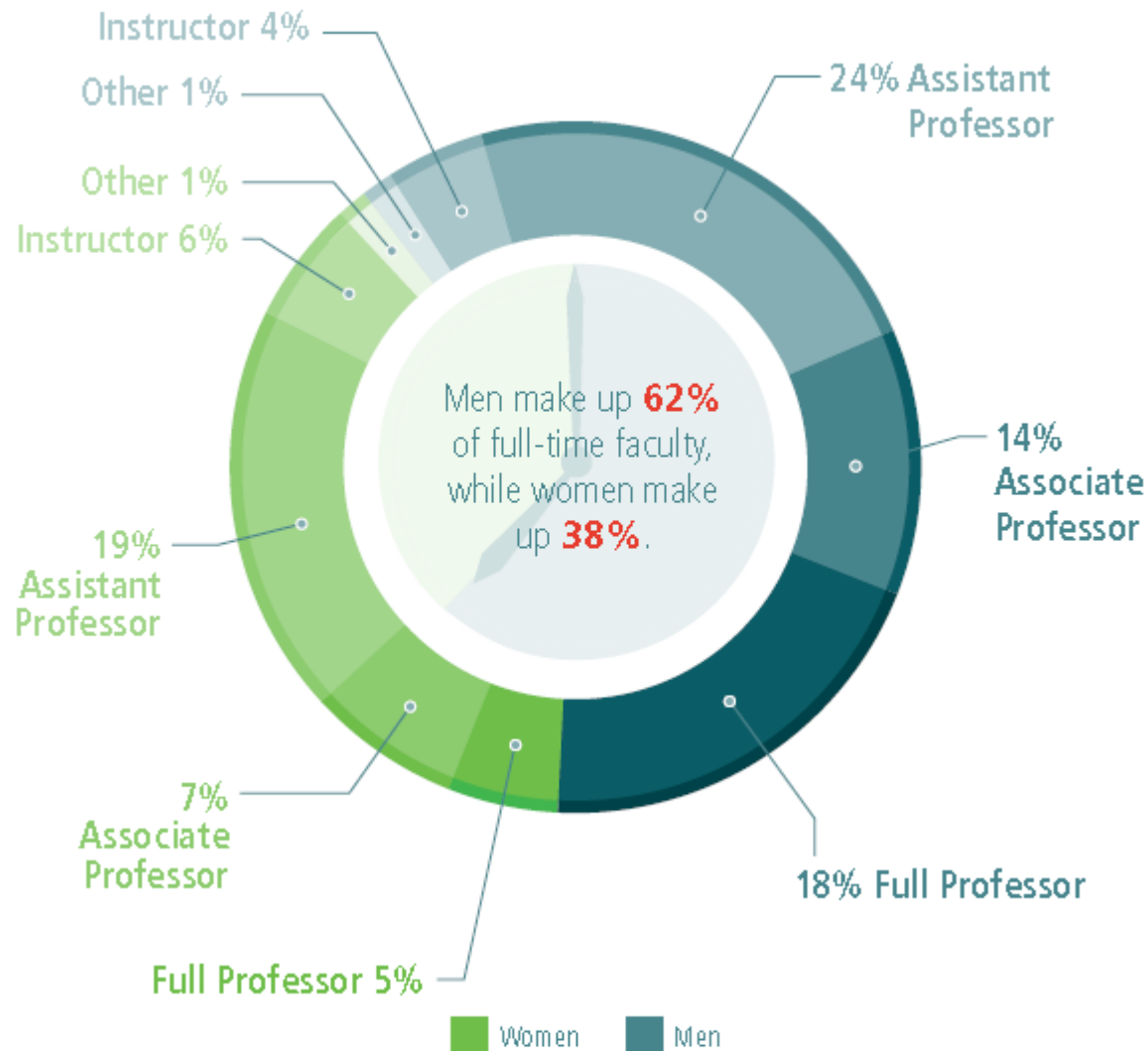
In 2014 women accounted for nearly half of all applicants and graduates of medical school, as well as residents,

however...

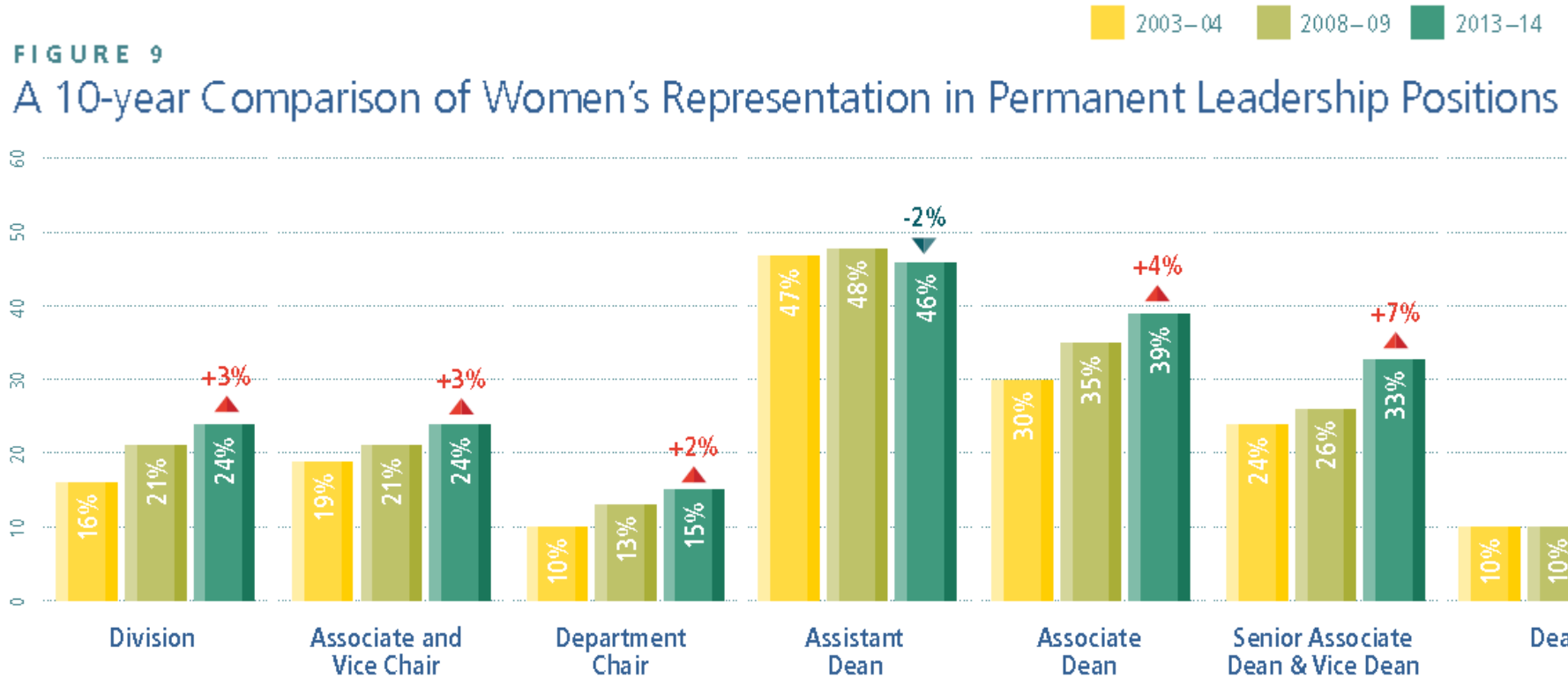
LEARNING v. TEACHING/LEADING



(UNDER) REPRESENTATION IN RANK



(UNDER) REPRESENTATION IN LEADERSHIP



GWIMS

The Group on Women in Medicine and Science (GWIMS) advances the full and successful participation and inclusion of women within academic medicine by addressing gender equality, recruitment and retention, awards and recognition, and career advancement.

GWIMS is made up of members like you!



GWIMS STEERING COMMITTEE IN ACTION

National Member Survey 2016

- Identified membership needs
- Resources for advancement and opportunities for networking and professional development
- “Transitions” taskforces

National Member Taskforce Call for Participation 2017

- Transition Series Toolkits created: “First Job” the first in the series
- *“What do I wish I had known at the beginning?”*

FIRST JOB TASKFORCE

This toolkit was created to assist those about to enter a career in academic medicine by a group of volunteers representing clinicians, scientists, and educators in academic medicine at various stages of career from public and private institutions across the country.

Marin Gillis, PhD, LPh

Chair of First Jobs Taskforce
Professor & Chief Division of Ethics, Humanities, and the Arts (DEHA)
Florida International University, College of Medicine

Lori Wagner, MD, MA, FACP

Co-chair of First Jobs Taskforce
Associate Chief of Staff for Education (DEO)
Robley Rex Veterans Affairs Medical Center
Director, Primary Care Education Program (PRIME)
Professor of Medicine
University of Louisville

Catherine Dayton, PhD

Director of Admissions
Cooper Medical School of Rowan University

Allison Quick, MD

Assistant Professor
Ohio State University

Gwen McIntosh, MD, MPH

Faculty
University of Wisconsin School of Medicine and Public Health

Julie Lockman

Director of Scientific Development
West Virginia University
West Virginia Clinical & Translational Science Institute

Julie Boiko, MD

Pediatrics Resident
University of California, San Francisco

Nicole Redmond, MD

Medical Officer
National Heart Lung and Blood Institute

Rebecca Ganetzky, MD

Postgraduate Genetics Research Fellow
Children's Hospital of Philadelphia

Erin E Medlin, MD

Instructor
University of Louisville

Michele Kutzler, PhD

Assistant Dean for Faculty Development; Associate Professor of Medicine;
Associate Professor of Microbiology & Immunology
Drexel University College of Medicine

Diann Krywko, MD

Assoc. Professor
Medical University of South Carolina

Reena Bhatt, MD

Clinical Assistant Professor Plastic Surgery
Brown University/ Rhode Island Hospital

Kelly Quesnelle, PhD

Assistant Professor of Biomedical Sciences
Western Michigan University Homer Stryker M.D. School of Medicine

Robyn Gray, DO

Women and Infants Hospital

Julie C. Servoss, MD, MPH

Associate Dean for Diversity & Inclusion
Charles E. Schmidt College of Medicine at Florida Atlantic University

Simone Thavaseelan, MD

Assistant Professor of Surgery, Clinician Educator
Brown University

Cynthia Fuhrmann, PhD

Assistant Dean, Career & Professional Development
University of Massachusetts Medical School

FIRST THINGS

MOVING INTO FIRST PROFESSIONAL ROLE AS MEDICAL ACADEMICAN IS COMPLEX

- transition from a grad student/resident to a professor
 - more power and responsibility
 - major milestone is the formation of one's professional identity
- transition from one profession (e.g. clinician) to another
 - major milestone is the formation of one's professional identity

Reflecting on personal and professional values and goals before making important career path choices helps develops resilience which in turn may prevent dissatisfaction and burnout.

NOT JUST ABOUT YOU

- Relational
 - Do not underestimate the importance of institutional culture—demonstrate your understanding of the culture and the values and language you use to introduce yourself thru your cover letters, correspondence and interviews
 - Looking for “good fits”

ACADEMIC MEDICINE IS A PROFESSION

- Different than medicine, a research scientist, an academic in other university department or college
- Professional development as medical academician fosters roles as medical educator, be that in the classroom, the clinic or the lab
- Educator Portfolio is important

WHY EDUCATION?



Networking occurs over your lifetime, you are doing that right now!

Recruitment, Interview

Promote Yourself (CV, Teaching Dossier, SoMe)

Practice Options; Contract Negotiations

First Job

FINDING JOBS

- Higher Ed Jobs, Chronicle of Higher Ed, Linked In
- HR Dept of Medical Schools and Hospitals

CVs

- Academic CVs are there one entity, come in many versions
- Use brief, clear narratives to make sure your CV isn't only a list of your accomplishments
 - Example: if you conduct research, provide brief explanation of your role and key projects
 - Example: if you are a course director, describe your responsibilities, activities, curriculum development, etc.
- Use action verbs in the narrative sections of the CV
- Do NOT overburden the CV with a combination of bullet points, italics and underlining. Pick ONE (no more than two).
- Avoid repetition

Cover Letters

- These are important
- Self-advocacy is vital
 - highlight strengths, qualities, skills that make you a good fit
 - not just a prose version of your CV

Educator Portfolio

- Scholarly Approach to Teaching and Learning



SETTING YOURSELF UP FOR FUTURE SUCCESS

- **PREPARE FINANCES**

- For clinicians, seek out financial advisors well-established in the medical field
- For all, look at federal loan payback/deferment programs

- **ADVANCEMENT POLICIES**

- Demystify Academic Promotion

SETTING YOURSELF UP FOR FUTURE SUCCESS

SALARY

- Know salary and academic parity with male peers
- Salary to be reevaluated every few years, check AAMC salary surveys

BEYOND SALARY

- Clinicians should understand call coverage (how much and how is it reimbursed comparatively).
- How much admin help do I get?
- Who can help with research?
- Can I work from home?
- What else is paid for? Dues? Board Exams? Travel?
- Professional autonomy

SETTING YOURSELF UP FOR FUTURE SUCCESS

- **ALWAYS BE MINDFUL OF A BALANCED WORK ENVIRONMENT**
 - Recognize the demanding workload of being a leader in research and/or clinical practice and the teaching world.
 - Reflect on your life goals and values to ensure a good job fit.

SETTING YOURSELF UP FOR FUTURE SUCCESS

- **MENTOR OTHERS**

- Get involved with GWIMS
- Help ensure career path advancement for others

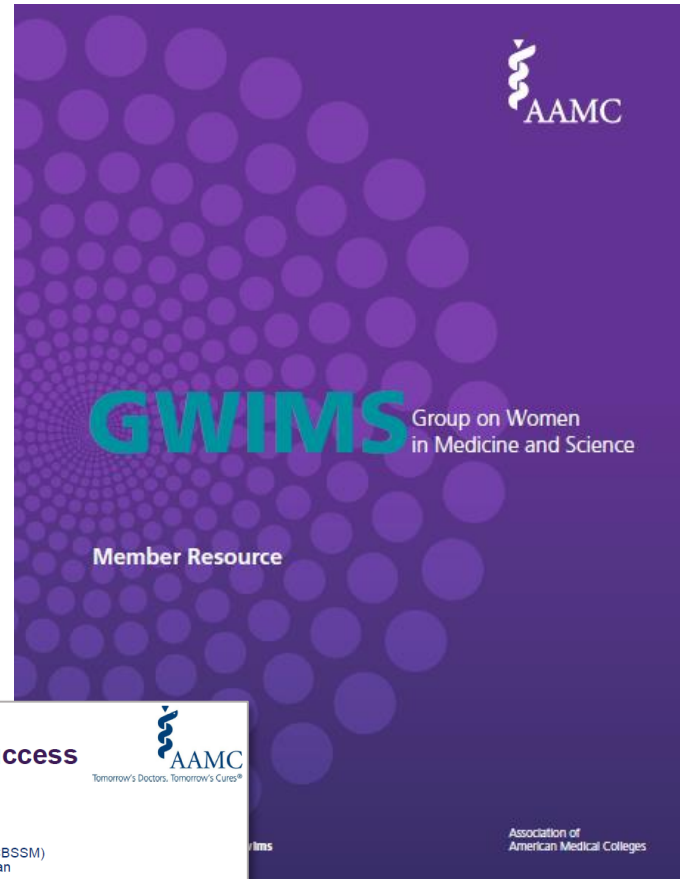
GWIMS MEMBERSHIP IS FOR PEOPLE WHO WANT TO....

- ✓ Participate in the advancement of women in academic medicine in a national forum
- ✓ Expand their professional network
- ✓ Access new potential opportunities for mentorship
- ✓ Learn new best practices from other organizations that advance women's successful participation in academic medicine



Group on Women in Medicine and Science Resources

Web: <http://aamc.org/members/gwims>
News feed: <https://goo.gl/Y9dQCU>
Email: gwims@aamc.org



Strategies for Cultivating Career Satisfaction and Success through Negotiation

Rochelle DeCastro Jones, MS
Center for Bioethics and Social Sciences in Medicine (CBSSM)
Department of Radiation Oncology University of Michigan

Martha Gulati, MD, MS
Associate Professor of Cardiovascular Medicine
Director for Preventive Cardiology and Women's Cardiovascular Health
The Ohio State University Wexner Medical Center

Reshma Jagsi, MD, DPhil
Associate Professor and Deputy Chair for Faculty and Financial Operations
Department of Radiation Oncology
University of Michigan

Part-Time Faculty in Academic Medicine

Linda Chaudron, M.D., M.S.
University of Rochester School of Medicine and Dentistry

Susan M. Pollart, M.D., M.S.
University of Virginia School of Medicine

Amelia Grover, M.D.
Virginia Commonwealth University School of Medicine

Early Career Women Faculty Professional Development

Hosting more than 150 women annually, this 3-1/2 day seminar provides women physicians and scientists at the assistant professor or instructor level with knowledge and skills to navigate the academic medicine enterprise and to think strategically about career development.

Learn more at aamc.org/gwims

Mid-Career Women Faculty Professional Development Seminar

This 3-1/2 day seminar, which hosts more than 150 women annually, provides women physicians and scientists at the professor level with the guidance, inspiration, and leadership skills to advance to their next career aspiration.

Learn more at aamc.org/gwims

TOOLKITS VOLUME 1: LEVERGING YOUR CAREER

- Chapter 1: Managing through Teamwork for Maximum Performance
- Chapter 2: Crafting a Fundable Grant
- Chapter 3: Workshop Preparation and Presentation
- Chapter 4: Crafting Successful Award Nominations
- The Art of Successful Nominations, Preparing Successful Award Nominations
- Chapter 5: Part-time Faculty in Academic Medicine, Individual and Institutional Advantages
- Chapter 6: Writing an Effective Executive Summary
- Chapter 7: Mentoring Women- A Guide for Mentors
- Chapter 8: Mentoring Women- A Guide for Mentees
- Chapter 9: Strategies for Cultivating Career Satisfaction and Success through Negotiation
- Chapter 10: A Case Study: Creative Faculty Development through your GWIMS Office
- Chapter 11: Transitioning to a New Role: Practical Tips on Navigating From One Chapter to the Next
- Chapter 12: Strategies for Advancing the Careers of Women of Color in Academic Medicine- Individual Strategies
- **Chapter 13: A Guide to Prepare for Your First Job in Academic Medicine**

TOOLKITS VOLUME 2: INSTITUTIONAL STRATEGIES FOR ADVANCING WOMEN

- Chapter 1: How to Start and Maintain a Robust WIMS Organization
- Chapter 2: Equity: Defining, Exploring, and Sharing Best Practices for Gender Equity in Academic Medicine
- Chapter 3: Women's Leadership and the Impact of Gender
- Chapter 4: Implementing an Intensive Career Development Program for Women Faculty
- Chapter 5: Strategies for Advancing the Careers of Women of Color in Academic Medicine-Institutional Strategies
- Chapter 6: Equity in Promotion

I WOULD LIKE TO GET INVOLVED WITH GWIMS!

Email to join: gwims@aamc.org

For more information about GWIMS, contact:

THANK YOU!

