

Career Development for the Clinician Educator

**SOUTHERN SOCIETY FOR CLINICAL
INVESTIGATION**

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Making Career Decisions

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A Successful Journey...

To plan a trip, you need to know:

1. Where you are starting from (*Self - Assessment*)
2. Where you want to end up (*Vision*)
3. How to get there (*Route*)
4. What you need to do to get there (*Plan*)

Career Planning

Step 1: *Self-Assessment*

- What are you good at?
- What do you like doing?
- Where does your job/career fit into your life?
- What do you value highly?

Career Planning

- Step 2: *Create a Vision*

- How will you define career success?
- What would be an ideal outcome for your professional life?
- Do you have what it takes to fulfill your vision?
- Are you willing to pay the price to fulfill your vision?

Career Planning

- Step 3: *Define the Route*
 - What must you achieve to reach your goal?
 - What new knowledge, abilities, and skills must you acquire to succeed?
 - What environment is necessary?
 - Who is available, willing and able to mentor you?

Career Planning

- Step 4: ***Make a Plan*** -1
 - Think in 2, 3, or 5 year increments, or use “natural break points”
 - Set your interim goals for each period
 - Include major career and life events in your timeline (*global scheduling*)
 - Assess your flexible/discretionary time
 - Determine which required activities can meet some of your development needs (*value-based decisions*)
 - Proportion your time among activities

Career Planning

- Step 4: *Make a Plan* -2
 - Set your own deadlines (and stick to them)
 - Leave some uncommitted time to seize unexpected opportunities
 - Make maximal use of your mentors, advisors and informational resources
 - Plan, plan, plan
 - Make maximally informed decisions whenever possible
 - Periodically re-assess, revise and redirect as indicated

Creating a Career Development Plan

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Career Development Plan

- Pick specific short-term, intermediate, and long-term milestones in each category
- Address series vs. parallel activities in plan
- Consider “scheduled” re-evaluations to assure your plan continues to meet any changed goals or environments
- Choose a model with categories specific to your plan

Clinical

2 year

- ` Reach 75% target wRVU or collection goals
- ` Pass boards
- ` Meet all support persons at hospital
- ` Volunteer for a specific hospital committee

5 year

- ` Reach or exceed wRVU/ collections target
- ` Establish solid referral lines in 2 or more neighboring markets
- ` Chair hospital committee in area of expertise

10 year

- ` Establish practice as center of excellence in the county or state
- ` Achieve state-wide referral lines
- ` Gain national recognition through professional organization work

Long-term

- ` Become nationally recognized expert in your field; EBG writing, national educational writing
- ` Assc editor of major journal in your field

Education

2 year

- ` Complete teaching workshop series
- ` Establish valuable rotation for local medical students
- ` Develop needed teaching modules for specific content areas

5 year

- ` Serve in formal role in medical student education in ambulatory care
- ` Serve on departmental education committee
- ` Join education committee of national organization

10 year

- ` Have formal part-time educational leadership role at home institution
- ` National educational role in medical student metrics (e.g., USMLE)
- ` Earn a MME degree

Long-term

- ` Assistant dean or student clerkship director
- ` Chair educational projects for national societies focused on student education

Research

2 year

- ` Access institutional infrastructure for clinical trials and database research
- ` Identify mentors for collaborative projects
- ` Submit starter grant application

5 year

- ` Complete first grant work and obtain more sustained funding
- ` Write detailed research development plan for primary and 1 secondary lines of investigation
- ` Participate in departmental research committee

10 year

- ` NIH or nonprofit grant funding for 75% of salary
- ` Establish national collaborations with other universities and research bodies to influence field

Long-term

- ` Chair NIH study group in your discipline
- ` Serve as section editor for major journal for your field
- ` Establish research foundation at your institution

Administration

2 year

- ` Serve on 2-3 committees across admin lines (hospital, practice, etc.)
- ` Complete basic admin training available at home institution
- ` Join national organization (ACPE)

5 year

- ` Chair major hospital/practice committee(s)
- ` Complete masters' degree (MBA, MHA)
- ` Serve on medical staff executive committee
- ` Major involvement in extramural administrative organizations (committees, leadership)

10 year

- ` Expand local leadership within institution and regionally (state medical assn, state chapters of professional organizations)
- ` Earn leadership position in national organization

Long-term

- ` Become CMO/VPMA of major healthcare organization
- ` Establish faculty development plan for physicians in management
- ` Author books on physicians in medical administration

Career Development Plan: Generic Template

	2 Year Goals	5 Year Goals	Long-term Goals
Clinical			
Intramural			
Extramural			
Education			
Intramural			
Extramural			
Research			
Intramural			
Extramural			
Administration			
Intramural			
Extramural			
(Other)			

CDP: Clinician Educator

	2 Year Goals	5 Year Goals	10 Year Goals	Long-term Goals
Clinical				
Hospital/Inpatient				
Office/Outpatient				
Education				
Students				
Residents/Fellows				
National				
Research				
Education Research				
Multicenter Trials				
Administration				
Hospital				
University				

CDP: Clinician Investigator

	2 Year Goals	5 Year Goals	Long-term Goals
Clinical			
wRVU goals			
Education			
Teaching			
Research			
Multicenter Trials			
Collaborations			
Intramural Grants			
Extramural Grants			
Administration			
Research Administration			
Other			

CDP: Institutional Promotion Requirements

	2 Year Goals (Assistant Professor)	5-6 Year Goals (Associate Professor)	12 Year Goals (Professor)	Long-term Goals
Clinical Service				
wRVUs				
Program development				
National Reputation				
Citizenship				
Committees				
Directorships				
Special Projects				
Education				
GME & Student Lectures				
Ed Committees				
Products & Publications				
Research				
Grants and Contracts				
Industry & Gov't RCTs				
Unfunded Projects				

Making Career Decisions: *Summary*

- A thorough, thoughtful assessment of where you are, where you want to go, how to get there, and the necessary steps along the path is critical to maximize career success
- Make informed, deliberate decisions
- Re-evaluate and adjust regularly
- Visualize the whole picture with a written plan

Training (Residency)

Year 1

- ` Learn hospital and program rules and regs
- ` Master EHR
- ` Learn how to assess and improve my practice
- ` Decide on a scholarship project and find a mentor

Year 2

- ` Board Prep:
Read 2 MKSAP chapters/month
- ` Schedule rotations to decide on subspecialty
- ` Get certified on $> \frac{1}{2}$ of required procedures
- ` Complete data collection on scholarly project

Year 3

- ` Analyze data, write and submit manuscript
- ` Make and stick to comprehensive board review plan
- ` Finish certifying in all required procedures
- ` Apply and interview for fellowships

Post-Graduation

- ` Pass Boards
- ` Get medical license and DEA
- ` Draft CDP for fellowship