

Achieving Success as a Clinician

Strategies for Succeeding in Academia when your Primary Role is Focused on Providing Clinical Care



Panelists

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Agenda

- 1) Community Building
- 2) Topics relevant to success, satisfaction, happiness and promotion
- 3) Questions and Answers

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What was the biggest thing that surprised you about working at UCSF that you learned AFTER starting your work?



Why Have We Chosen to Practice Clinical Medicine at UCSF?



Do you understand what is required in your academic series for advancement? If not, how do you find out?

<https://senate.ucsf.edu/faculty-handbook>

A Faculty Handbook For Success

Advancement and Promotion at UCSF

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1.2.2 Series not in the Academic Senate

1.2.2a Health Sciences Clinical Professor

The Health Sciences Clinical Professor series was established for salaried faculty in the health sciences who primarily teach in clinical programs; participate in patient care, and who engage in some scholarly activity. Faculty in this series are an integral part of the University community and are assuming an increasingly important role as the provision of patient care becomes an even more significant component of University activities. Faculty in this series are expected to contribute with distinction in the areas of teaching, mentoring of trainees and junior faculty, University and public service, professional competence, and creative and/or scholarly activity.

Appointments in this series may be full-time or part-time. Any changes in percent effort will

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require the evaluation of your needs together with the departmental needs and resources. Since it is frequently difficult to decrease or increase percent effort once a position has been filled, it is important to carefully negotiate the percent effort you desire at the time of your appointment. Appointment or advancement to Health Sciences Associate Clinical Professor requires continued excellence in clinical activities and in teaching. Recognition for professional competence and contributions as well as service to the profession are also required. Although advancement within the Health Sciences Clinical Professor series does not require as extensive a publication record as in the Professor of Clinical X series, some creative experience will enhance your profile for appointment or advancement to Health Sciences Associate Clinical Professor. However, your contributions to creative activity need not be disseminated nationally for timely advancement within this series. Health Sciences Clinical Professors are supported primarily by clinical income. Appointees in the Health Sciences Clinical Professor series generally have a one-year term with a fixed end date that is renewable. Faculty in this series are not members of the Academic Senate.

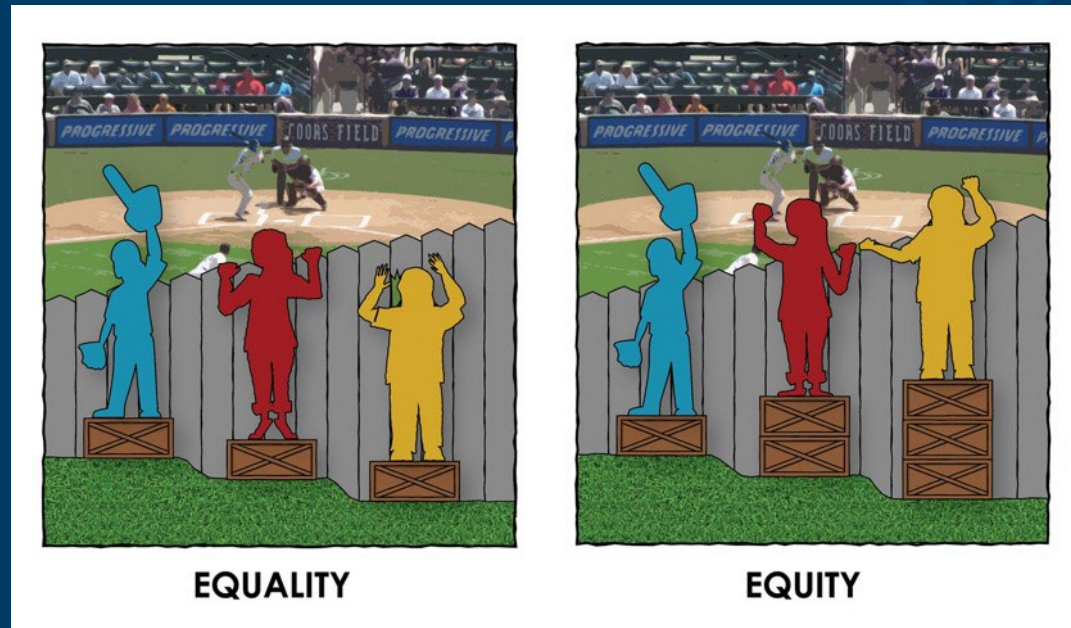
Effective July 1, 2005, the Clinical Professor series was split into two categories, faculty with volunteer clinical appointments (sometimes referred to as without salary, WOS, appointments) and paid faculty including faculty with appointments up to 100% time (or a combination of appointments at any UCSF affiliate such as the Zuckerberg San Francisco General Hospital and Trauma Center, Veterans Affairs Medical Center or the Fresno Medical Center). Faculty with paid appointments at UCSF or its affiliates now have appointments in the newly named Health Sciences Clinical Professor Series. Volunteer faculty retain the series title Clinical Professor.

Also note that the rank designation in this series falls between "Health Sciences" and "Clinical Professor," as in "Health Sciences Associate Clinical Professor."

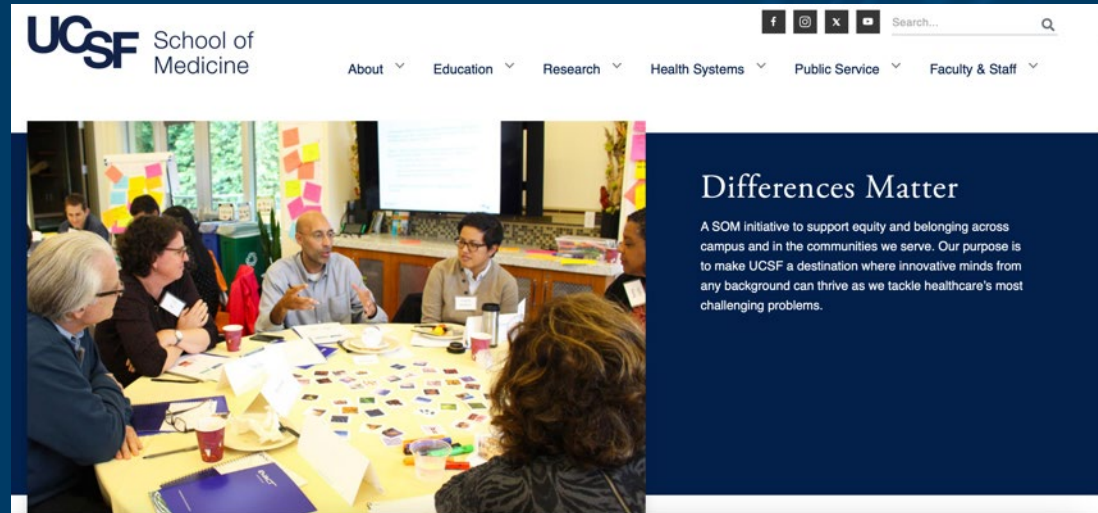
How to have a productive annual meeting with your division or department Chief or Chair?



How to promote diversity, equity and inclusion in your work



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<https://medschool.ucsf.edu/differences-matter>
Teach for UCSF -Equity and Inclusion- <http://tiny.ucsf.edu/T4UCSFTEI>

How to promote diversity, equity and inclusion in your work

TEACHING & MENTORING

Designing and/or teaching courses or curricula that meet the needs of disadvantaged students

UNIVERSITY & PUBLIC SERVICE

Engagement in seminars, conferences, or institutes that address the concerns of women, under-represented minorities and other marginalized and under-represented groups (i.e. LGBTQ and people with disabilities)

PROFESSIONAL ACTIVITIES

Promoting welcoming classroom environments for students from culturally diverse groups

- [Contributions-to-Diversity-Equity-and-Inclusion-Guidelines-for-the-Development-of-Statements-for-UCSF-Faculty.pdf](#)

Mentoring

The mentor you are assigned vs. the one(s) you choose

- How do you know if you are in a good mentoring relationship?
- <https://facultyacademicaffairs.ucsf.edu/faculty-life/mentoring>



How to get credit for the work you do

How to choose which opportunities to take on (for example- committee work)

When?

<https://senate.ucsf.edu/description-of-standing-committees>



Organization of materials for CV and keeping the document updated



How to develop "outside" references for advancement to Associate Professor and the general topic of looking ahead



Teaching

How to balance teaching with clinical and administrative work

How teaching and education fits into academic advancement



Teaching Continued...Faculty development on the run

LACE mini-modules on feedback: <http://tiny.ucsf.edu/feedbackskills>

F2 Video Modules: <https://meded.ucsf.edu/faculty-educators/faculty-development/bridges-faculty-development-foundations-2-resources>

AOC initiative resources: <https://meded.ucsf.edu/faculty-educators/faculty-development-all/aoc-initiative-resources-and-tools/aoc-initiative-resources-clinical-learning-environment#>

Center for Faculty Educators: <https://wiki.library.ucsf.edu/display/TBS>

TOP observation program

Skills workshops

UCSF TEACH certificates

Educational Scholarship Conference (ESCape)

Clinical Leadership



LEAN Management at UCSF

"Medical Directors Summit" and other opportunities

Working effectively with your interprofessional peers -



Pitfalls:

- Seeing one's own profession as the center of health care delivery
- Toxic attitudes in the world about other professions
- Complicated supervisory structures
- Trainee issues

Strategies for Success:

- Cultivate respect and curiosity
- Be slow to judge others
- Teach, train, research, write, and collaborate with other professions whenever possible
- Avoid viewing any other profession as an extension of yours; instead see how they complement each other to care for the whole patient

Imposter Syndrome



Burnout

Burnout syndrome:

"a chronic response to stress in the workplace characterized by a physical, mental and emotional state of exhaustion that reduces the sense of personal and professional fulfillment"

(Maresca et al, 2022)



Risk factors:

- Conflicts and financial problems at work
- Work overload
- Communication problems
- Organizational problems
- Poorly defined roles and boundaries
- Low self-compassion

Ways to treat it:

- Vacation
- Rest periods and physical/emotional distancing
- Social and emotional support
- Physical activity and self-care

Maresca, G.; Corallo, F.; Catanese, G.; Formica, C.; Lo Buono, V. Coping Strategies of Healthcare Professionals with Burnout Syndrome: A Systematic Review. *Medicina* 2022, 58, 327. <https://doi.org/10.3390/medicina58020327>

Keeping Up With the Medical Literature



Questions?





Thank You!

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