

Advancing Along the Educational Track

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Disclosures

- My path was a bit circuitous
- There is no one “right way” to do this
- Really a talk about developing a scholarly focus in education and less about the “tactics” of advancement
- No financial disclosures

Education as a scholarly focus

“If you are willing to take a slightly different path, be prepared....

- To repeatedly make your own case – at multiple levels
- To test a promotion process which is not easily adapted to your circumstances
- To emphasize and articulate your strengths and accomplishments in creative yet familiar ways
- To be completely satisfied with your choice”

- Paul Gauger, AAMC 2006

What is the “Educational Track”?

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- Look for someone who has been successful in your institution
- Follow your passion



What is your passion?

- How do you want to impact the field?
- How will you move surgery forward?
- Imagine writing your P&T personal statement in several years – what is the story you would like to be able to tell?
- Build a body of work around that!

What the Educational Track is NOT

- NOT just teaching
- NOT just education administration*

Leadership in education

- Leadership is not rank, privileges, titles, or money. It is *responsibility*.
- Leadership is:
 - Setting high (but achievable) expectations for yourself and others
 - Providing direction by sharing the vision
 - Managing change and transition
 - Making visible and credible improvements in the education or assessment processes

It produces a measurable impact!

Leadership in Education

Education leadership can be a focus for promotion, and success will be measured by substantial contributions that have a scope beyond your own learners.

Beware of Traps!



Opportunistic Leadership

- We all know what the problems are
- If a problem vexes and irritates you, chances are it does the same to others
- Avoid unfixable problems – look for those problems which are ripe and ready for a leader
- Pick something that is destined to happen – and then help shape it and steer it

Opportunistic Leaders



Paul Gauger



Rachel Kelz

Document Everything You Do!



- Not adequate to document merely what you've done
- Very important to document what you've contributed
 - What is the value of what you have added?
 - What is the improvement you have made from the previous baseline?

Plot Your Course

Establish yourself clinically
Identify your passion/focus
Find Collaborators/Mentors

Years 1-2

Publish/Disseminate
Local leadership opportunities
Get involved nationally/create your network (Spec society, AAS, ASE)

Years 3-4

Start to compile your story –
Pause and Reflect!

Years 5-6

Forks in the Road



Take Home Points

- Figure out what you love
- Be intentional, but not overly tactical and rigid
- Take time to reflect

Thank you!



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