











# Managing Time and Expectations: Surgeon and Scientist

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#### **Disclosures**



 I do not have any relationships with commercial interests to disclose.

 Many extremely talented and organized surgeons have given talks like this before me. I have benefited from many of their concepts and some of their slides.

#### Surgeons are ideally suited to Research



- Hard workers we don't have a 9-5 mentality
- Decisive we get things done
- Surgeons can focus clear and directed thinking
- Attention to detail
- Problem solvers
- Perseverance
- Great Instincts about what will and wont work.
- Relevance we know surgical disease



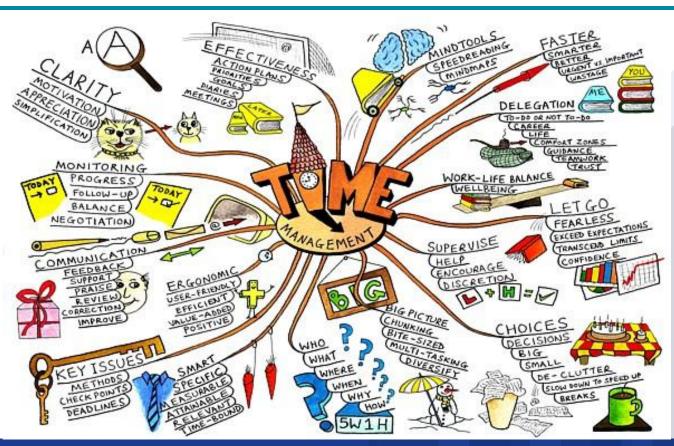






#### Time Management





9/6/12 

#### Work-Life Balance?





#### The Balance of Time Management





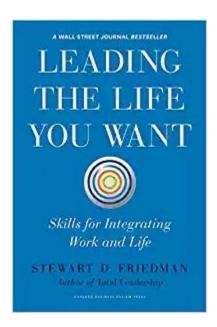


# Balance is bunk. It's a misguided notion that assumes we must always make trade-offs among the different aspects of our lives.

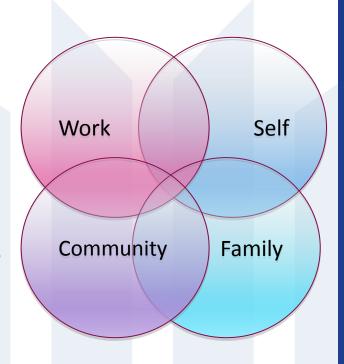
Stuart D. Friedman

#### Work-Life Integration: Four-Way Wins



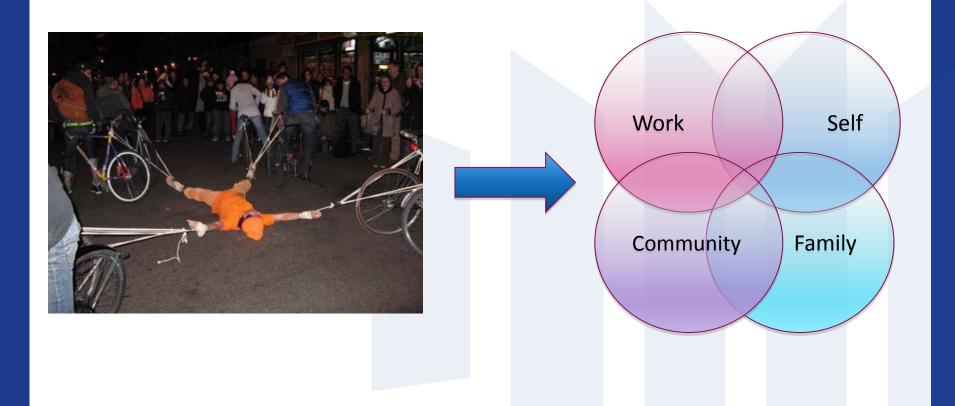


- 1. Be Real
- 2. Be Whole
- 3. Be Innovative



# How do you get from A to B?

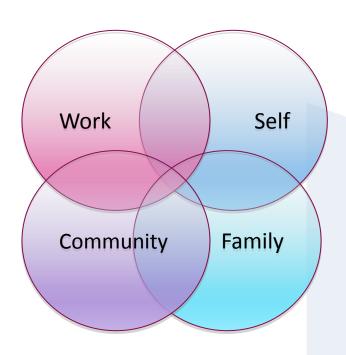




#### 1. Be Real

#### Know what matters





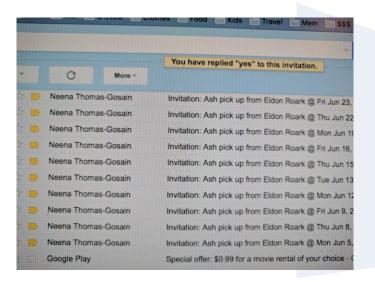
- Start with 100 points
- Allocate points to each of the 4 circles based on how you value them
- Separately, allocate points to the 4 circles based on how you spend your time
- Are they the same?

#### 1. Be Real

# Align actions with values



 If work meetings aren't malleable, why should family time be?



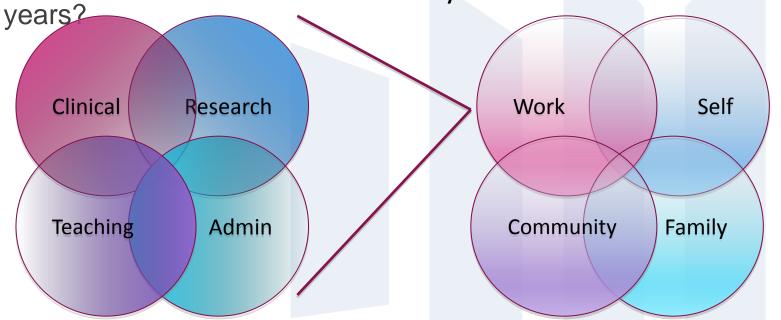


- Drive kids to school 3-5x/week
- Red-eyes whenever possible

#### Know where you want to go

 Where you would like to be at various points in the coming

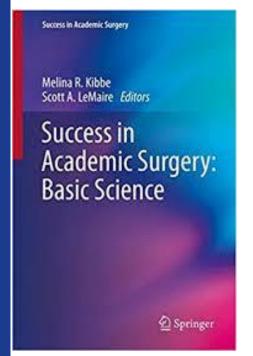
 What does success mean to you?



#### 1. Be Real

# **Embody values consistently**





	M	Tu	W	Th	F
АМ	Lab	Clinical Research, Meetings	Conferences	Lab	Lab
PM	Lab	Lab or Clinic	OR Block	Lab	Lab

Allocate your time to what is important

### Hold yourself accountable





- 3 Offices
  - Clinical
  - Lab
  - Home





- Nights away
  - 01/2016-04/2016: 15 days away
  - 01/2017-04/2017: 6 days away

#### 2. Be Whole

# Help others





#### 2. Be Whole





	М	Tu	W	Th	F
AM	Lab Meeting	Clinical Research, Meetings	Conferences	Lab	Lab
PM	Lab	Lab or Clinic	OR Block	Lab	Lab

- 7 partners / SOW system
- **CHARMING Patients**



#### Sacrosanct times Lab Meeting Formal presentations

Clinic Teaching residents

#### **Our Pediatric Surgery Team**





Tim Jancelewicz, MD, MS Cell: (901) 545-9973 Cell: (901) 484-4284



Ankush "Ash" Gosain, MD, PhD Cell: (312) 208-8691





Cell: (901) 355-0999



Cell: (305) 775-1346

#### 2. Be Whole

## Weave disparate strands







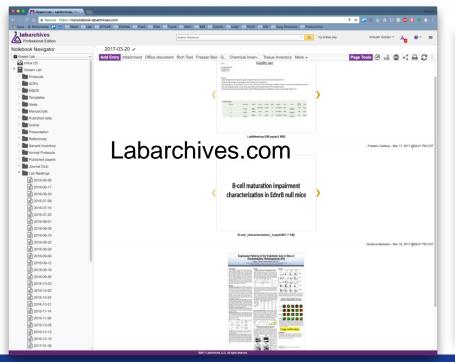


#### 3. Be Innovative

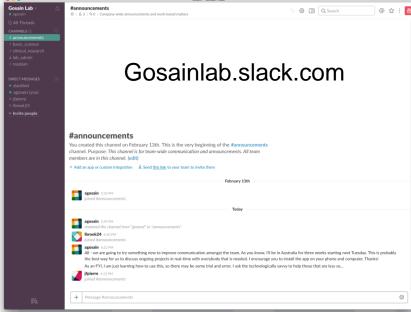
#### Focus on results



Goal: Never miss lab meeting



 Goal: Decrease email without sacrificing responsiveness



#### 3. Be Innovative

#### Resolve conflicts among domains



Both spouses on call on a weekend

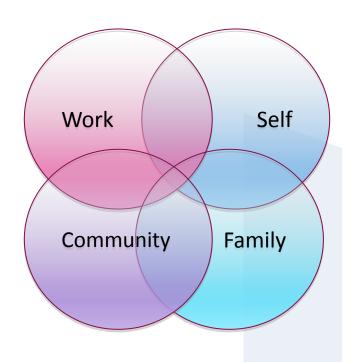
Grant deadlines during Spring Break

Meeting during school breaks



#### Work-Life Integration





- 1. Be Real
- 2. Be Whole
- 3. Be Innovative





# Time Lapse of Gosain Lab @ 0600-0855





Be Here Now.

#### Tips for Success in Research Years



#### 1. Mentorship

2. Submit abstracts & attend conferences

- 3. Pick a subject matter that interests you and will help patients
- 4. Consider advanced degrees



Jonathan Abelson, MD @jabelsonmd

5. Enjoy life

### Returning to clinical years





Laura Stafman, MD [needs to join Twitter]

- 1. Guide your path to success by optimizing your rotation schedule.
- 2. Operate, operate.
- 3. Ask questions.
- 4. Don't beat yourself up.
- 5. Take time to live life.

#### Bridging Research Fellowship to Faculty Position



#### 1:50 PM - 2:50 PM BREAKOUT SESSIONS

Room: Lower Auditorium

#### **BASIC & TRANSLATIONAL RESEARCH**

MODERATORS: Evan Scott Glazer, MD, PhD

& Rebecca M. Rentea, MD

Finding the Right Lab and the Right Mentor -

Timothy L. Frankel, MD

Creating a Timeline for Success in a Basic Science

Lab – Allison L. Speer, MD

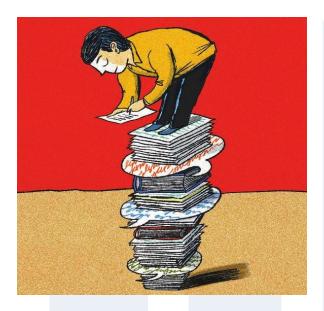
Bridging the Gap Between End of Research Years and First Faculty Appointment – J. Josh Smith, MD, PhD



J. Joshua Smith, MD, PhD @smithj10Smad4

### Junior Faculty: Developing Your Research Brand





"Get good results, publish papers, and give talks that all map to your theme."

#### Faculty: The Only Problem is that We are Surgeons!



 The clinical work is easy, its getting to the lab that's the hard part.



Tim Crombleholme Surgeon-in-Chief Colorado Children's Univ of Colorado

Brad Warner Surgeon in Chief St. Louis Children's, Wash U SOM



 The time you spend at work after training doesn't get any shorter, but at least you make your own schedule.

#### One Size Does Not Fit All



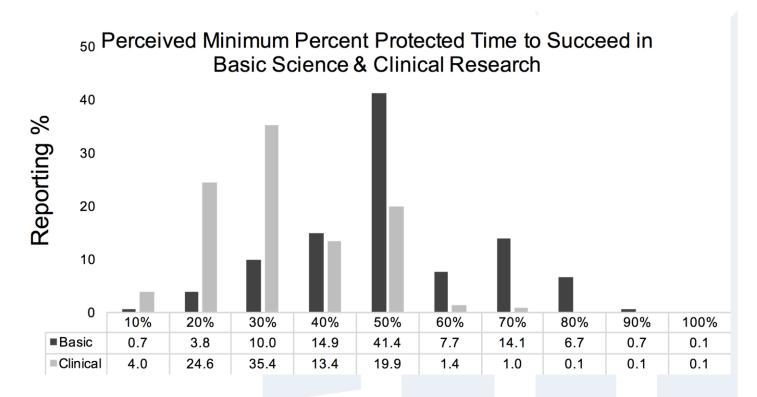


Basic Translational Outcomes

HSR Education Global Technology Ethics Safety

#### How Much Protected Time Do You Need?





# Protect your time! Minimize Context Switching



	M	Tu	W	Th	F
AM	Lab	Clinical Research, Meetings	Conferences	Lab	Lab
PM	Lab	Lab or Clinic	OR Block	Lab	Lab



	М	Tu	W	Th	F
AM	Lab	Clinical Research, Meetings	Conferences	Lab	Lab
PM	Lab	Lab or Clinic	OR Block	Lab	Lab

- Monday
- AM: Lab meeting
  - Beginning of week to allow weekend to generate data & prepare presentations
  - Rest of week to carryout experiments
  - Individual meetings
- PM: Reading/writing



	М	Tu	W	Th	F
AM	Lab	Clinical Research, Meetings	Conferences	Lab	Lab
PM	Lab	Lab or Clinic	OR Block	Lab	Lab

- Tuesday
- AM:
  - Meetings admin has control to schedule up to 30 minutes
    - Only meetings with Chief/Chair/CEO are allowed outside this time
  - Clinical Research meeting weekly with mentees & research coordinator
- PM: Clinic minimal loss due to holidays; ok to run late



	M	Tu	W	Th	F
АМ	Lab	Clinical Research, Meetings	Conferences	Lab	Lab
PM	Lab	Lab or Clinic	OR Block	Lab	Lab

- Wednesday (the day after your clinic)
- AM: Fellowship conferences
  - Miss for OR if necessary
- PM: OR
  - Use all of this time! (EMR, Reviews, Evals, etc.)
  - Late day if necessary
  - Anticipate missing dinner







	М	Tu	w	Th	F
АМ	Lab	Clinical Research, Meetings	Conferences	Lab	Lab
PM	Lab	Lab or Clinic	OR Block	Lab	Lab

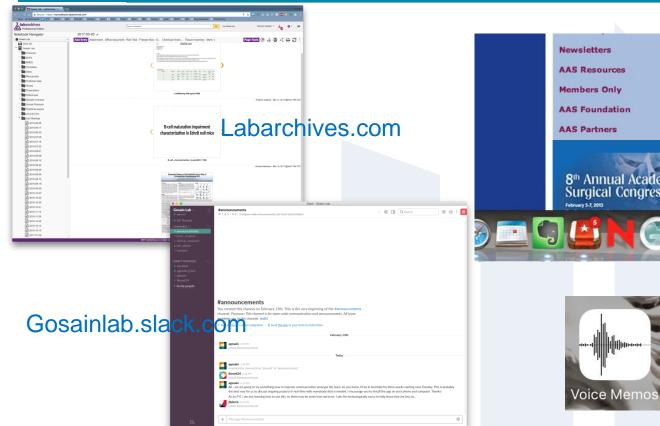
#### Monday, Thursday, Friday

- Protected Research Days: Avoid non-research activities
- Do experiments
- Data analysis
- Read
- Write
- THINK!!!!!!

## Improve Efficiency - Utilize Technology















#### Secure Research Space





- Initial lab space in mentors lab
  - Help for training technician/staff
  - Starting new assays
  - Fully equipped
  - Away from clinical service
  - Saves time awaiting protocol approvals
- Move to your own space in 2-3 years
- Lab and Office have to be in close proximity

### Months 1-3



- •Get Organized
- •Generate Data
- Protocol BookBiosafety
- Animal Safety
- •READ READ READ



Months 1-3

Months 3-6

Months 6-9

Months 9-12









- Every day is a school day
- Own your space
  - Learn all that you can and become the expert in that area

#### Months 3-6



•Grant Writing
Advice & Courses
•Grant Outline
•Generate More
Preliminary Data





Months 1-3

Months 3-6

Months 6-9

Months 9-12

- Aim #1: Cellular
- Aim #2: Molecular
- Aim #3: In vivo

Human Relevance

### Months 6-9



•Apply for
Surgical Society
Grants
•Write a review
article
•Submit
abstracts to ASC
and ACS

Months 1-3

Months 3-6

Months 6-9

Months 9-12









- External validation
  - You are making progress
  - Your time is worth protecting
- Funding track record

#### Months 9-12



- Identify a Scientific Advisory Panel
- Call your program official at the NIH
- K award
  - 1/3 Candidate
     1/3 Mentorship & Career Development Plan
     1/3 Science

Months 1-3 Months 3-6 Months 6-9 Months 9-12

K award is the gateway grant: 63% of K-awarded pediatric surgeons transitioned to an independent NIH award mechanism

# Much more granular details...



#### **AAS BTS Faculty Timeline**

YEAR 0		Aug										
Identify research area	0	0	0									
Find a job/Identify primary research mentor				0	0	0	0	0	0	0	0	0
Background reading on mentors' lab focus and your idea										0	0	0
YEAR 1		Aug						Feb			May	
Secure research space with your mentor (link to paragraph about space)	0	0										
Arrange your schedule (link to paragraph about schedule)	0	0										
Commit to a time/task management system	0											
Start learning techniques from mentors' personnel	0	0	0									
Generate your protocol book	0	0	0	0	0	0	0	0	0	0	0	0
Learn institutional biosafety and animal care process	0	0	0									
Identify 1-2 Basic Science Societies to join/participate in	0	0	0	0	0	0						
Write a grant outline				0	0							
Begin to identify societal funding opportunities				0	0	0						
Attend AAS Fall Courses				0								
Write a review on your focus area				0	0	0						
Apply for societal funding							0	0	0			
Submit an abstract to the ACS									0			
Attend Gordon Conferences in your field												0
Relevant Abstract Deadlines		ASC		APSA	AACR	DDW			AAST/ACS			
YEAR 2	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Attend Gordon Conferences in your field	0	0										0
Attend Gordon Conferences in your field Revisit your time/task management system (annual)	0	0										0
		0										0
Revisit your time/task management system (annual)	0	0	0	0								0
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Revisit your time/task management system (annual) Submit progress reports to funding agencies Submit an NIH K-series award	0	0	0	0	0	0	0	0	0			0
Revisit your time/task management system (annual) Submit progress reports to funding agencies Submit an NIH K-series award Submit an abstract to the ASC	0	0	0		0	0	0	0	0			0
Revisit your time/task management system (annual) Submit progress reports to funding agencies Submit an NIH K-series award Submit an abstract to the ASC Publish papers with mentor	0	0	0		0	0		0	0			0
Revisit your time/task management system (annual) Submit progress reports to funding agencies Submit an NH K-series award Submit an abstract to the ASC Publish papers with mentor Seek out Reviewer opportunities	0	0	0		O	O		O				0
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#### Use the resources around you!



#### Association for Academic Surgery 2017 Fall Courses

	28 <sup>th</sup> Annual F	undamentals of Surgica	al Researc	h Course
	Saturday, Octo	ber 21, 2017 a, San Diego, Center for the Future of S	iurgery	
7:00 AM - 8:00 AM	Registration			Courtyard
8:00 AM -8:10 AM		- Carrie C. Lubitz, MD, MPH & Drew Shirley, MD,	, MS	Lower Auditorium
8:10 AM - 8:30 AM	KICKOFF LECTURE: Why SPEAKER: Sareh Parangi, M	Choose Academic Surgery?		Lower Auditorium
8:30 AM – 9:30 AM	Mentoring Rules of Engage Managing Time and Expec	urns, MD & Daniel N. Holena, MD ment – Mentor and Mentee/Team Science ations – Surgeon and Scientist ainees		Ankush Gosain, MD, PhD, FAAP
9:30 AM - 9:50 AM	Panel Discussion			
9:50 AM - 10:10 AM	Break			
10:10 AM – 11:30 AM	Hypothesis & Study Design Biostats & Biases Academic Advancement Al	set, MD, MPH & Nabil Wasif, MD ong the Educational Track in Global Surgery Track.		Alex B. Haynes, MD, MPH Rebecca M. Minter, MD
11:30 AM - 11:45 AM	Panel Discussion			
11:45 AM – 12:45 PM 12:45 PM – 1:45 PM	Lunch MARKETING			Courtyard Lower Auditorium
1:45 PM – 1:50 PM	The Visual Abstract How to Deliver an Effective Using Social Media Effectiv Break	Research Presentation		. Andrew M. Ibrahim, MD, MSc Eugene S. Kim, MD
1:50 PM – 2:50 PM Room: Lower Auditoriu	BREAKOUT SESSIONS m	Room: Learning Center 143	Room: Learning Cer	nter 141
BASIC & TRANSLATI	ONAL RESEARCH	CLINICAL & HEALTH SERVICES RESEARCH	<b>EDUCATION RESI</b>	ARCH
Timothy L. Frankel, MD Creating a Timeline fo Lab – Allison L. Speer, P Bridging the Gap Betw	fD and the Right Mentor – r Success in a Basic Science	MODERATORS: Stephanie Bonne, MD  Bonnie E. Abbott, MD  Qualitative Methods/PROM – Susan C Pitt, MD  Qualitative Methods/PROM – Susan C Pitt, MD  Quality and Appropriateness of Care – Virginia  O. Shaffer, MD  Databases – Elizabeth G. Grubbs, MD	Goals Align with D Kimberly M. Brown, How to Develop at Trainees? – Breness How to Obtain Fur	ID, PhD, MPH your Educational & Research epartmental Goals? –
2:50 PM - 3:00 PM 3:00 PM - 4:00 PM	MODERATORS: Carrie Lubit	ling a Research Career, This is My Story z, MD, MPH & Drew Shirley, MD, MS D, MSCE; S. Nabeel Zafar, MD, MPH; Timothy M. F	Pawlik, MD, MPH, PhI	Lower Auditorium D; & Melina R. Kibbe, MD, FAHA
4:00 PM – 5:00 PM	JOINT KEYNOTE: Conque through Mentorship E. Christopher Ellison, MD	ring the Challenges Facing the Young Surgi	cal Scientist	Lower Auditorium
5:00 PM - 6:30 PM	<b>Networking Reception</b>			Courtyard
Learning Object	tives			
earning Objec		Il be able to:		Courtyan
<ul> <li>Efficiently manage</li> <li>Apply for research I</li> <li>Develop a hypothe</li> </ul>	tor for your research time to succeed in research pro funding, and where to obtain t sists and design experiments to	nese funds	PI	valuation ease provide your feedback the course by completing the
· Prepare and revise	research presentation a manuscript based on researc n basic/translational research a	h findings nd clinical/health services research (via breakout s	or w	aline course evaluation here: ww.research.net/r/ SRC2017Eval

Conduct global surgical research

· Conduct educational/simulation research

#### Association for Academic Surgery 2017 Fall Courses

	Saturday, October 21, 2017 University of California, San Diego, Center for the Future of Surgery
7:00 AM -8:00 AM	Registration Courtw
8:00 AM - 8:05 AM	Welcome & Introduction – Raj Aggarwal, MD, PhD, FRCS & Hari Nathan, MD, PhD Upper Auditorio
8:05 AM – 8:25 AM	KICKOFF LECTURE: How John Cameron Never Worked a Day in His Life  Upper Auditoria  SPEAKER: Adil Haider, MD, MPH
8:30 AM - 9:30 AM	STARTING YOUR ACADEMIC CAREER: Creating Value in the First Few Years Upper Auditorio
	Strategies to Find and Negotiste your First or Next Academic Position Caprice Greenberg, MCM. Mew to Bullid 3 successful Clinical Practice and Add Value to Your System Christopher Sonnenday, MCM. How to Set Up Your Research Program In the Work Memory and Manage Your Research Team Timothy Paulik, MM, MPH. Timothy Paulik, MM, Devento Memory and Manage Your Research Team Timothy Paulik, MM, MPH.
9:30 AM – 10:00 AM	Moderated Question and Answer – Jill Cherry-Bukowiec, MD, MS & Nader Massarweh, MD, MPH
10:00 AM - 10:30 AM	Break
10:30 AM - 11:15 AM	NUTS AND BOLTS OF AN ACADEMIC CAREER: Part 1 – How to Advance Your Career to Promotion Upper Auditoria
	Mentorship and Sponsorship     Justin Dimick, MD, M       Current Pathways to Promotion     Cada Pugh, MD, M       Making Your Packet: Preparing for Promotion and Tenure     Herbert Chen, /
11:15 AM - 11:45 AM	Moderated Question and Answer – Amanda Laird, MD & Douglas Smink, MD, MPH
11:45 AM - 12:45 PM	Lunch
12:45 PM - 1:30 PM	NUTS AND BOLTS OF AN ACADEMIC CAREER: Part 2 – Tools to Build a Framework for Success Upper Auditoria
	When to Say Yes or No, How to Achieve Local and National Visibility Jeffrey Matthews, I How Will I Fund my Research Program? Mellina Kibbe, MD, FA How to Sustain Research Productivity and Funding Seven Liburti, I
1:30 PM - 2:00 PM	Moderated Question and Answer – Susanna M. Nazarian, MD, PhD & Matthew Neal, MD
2:00 PM - 2:20 PM	Break
2:20 PM - 3:40 PM	NUTS AND BOLTS OF AN ACADEMIC CAREER: Part 3 – How to Succeed Emotionally and Be a Leader Upper Auditoria
	Diversity, Equity, and Inclusion in Surgery Kelli Bullard Dunn,
	Rising Beyond Complications and Setbacks: Moderated Panel Discussion MODERATORS: raj Aggarwal, MD, PhD, FRCS & Harl Natham, MD, PhD PANELISTS: Sarah Bryczkowski, MD, Amanda Laird, MD, & Susanna Nazarian, MD, PhD
	Work-Life Balance: Moderated Panel Discussion MODERATORS: Raj Aggarwal, MD, PhD, FRCS & Hari Nathan, MD, PhD PANELISTS: Illi Cherry-Bukowiek, MD, Matthew Neal, MD, & Susan C. Pitt, MD, MPHS
3:40 PM - 3:45 PM	Closing Comments - Raj Aggarwal, MD, PhD, FRCS & Hari Nathan, MD, PhD Upper Auditorio
3:45 PM - 4:00 PM	Break
4:00 PM – 5:00 PM	JOINT KEYNOTE: Conquering the Challenges Facing the Young Surgical Scientist through Mentorship E. Christopher Ellison, MD
	Networking Reception Courtw

#### At the conclusion of this course, participants will be able to:

- · Effectively plan and start your academic career · Negotiate your job, resources, and programmatic support
- Build and manage a research team
- Make the most of society, university, and hospital committee involvement; and achieve national and local visibility Obtain and sustain research funding
- Advance along promotion and tenure tracks
- · Develop and sustain mentoring relationships
- Appreciate diverse pathways to success in academic surgery

#### Cope with and recover from setbacks · Balance your academic, clinical, and personal responsibilities

#### Evaluation

www.research.net/r/ ECDC2017Eval







# Managing Time and Expectations: Surgeon and Scientist

Questions? agosain@uthsc.edu

