Advancing Along the Educational Track

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Rebecca M. Minter, MD
Alvin Baldwin Jr. Distinguished Chair in Surgery
Vice Chair, Clinical Operations and Finance
Chief, Section of HPB and GI Oncology
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
“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”? 

- Different everywhere!
What is the “Educational Track”?

- Different everywhere!
- Look for someone who has been successful in your institution
What is the “Educational Track”? 

- Different everywhere!
- 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

- Years 1-2: Establish yourself clinically, Identify your passion/focus, Find Collaborators/Mentors
- Years 3-4: Publish/Disseminate, Local leadership opportunities, Get involved nationally/create your network (Spec society, AAS, ASE)
- Years 5-6: Start to compile your story – Pause and Reflect!
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!

Rebecca.Minter@UTSouthwestern.edu
@MinterWiscSurg