



# Managing Time and Expectations: Surgeon and Scientist

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Program Director, Pediatric Surgery Research Fellowship  
Children's Foundation Research Institute, Le Bonheur Children's Hospital

Associate Professor, Departments of Surgery and Pediatrics  
Associate Program Director, General Surgery Residency  
University of Tennessee Health Sciences Center

Affiliate Physician  
St. Jude Children's Research Hospital

26 October 2019

# 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

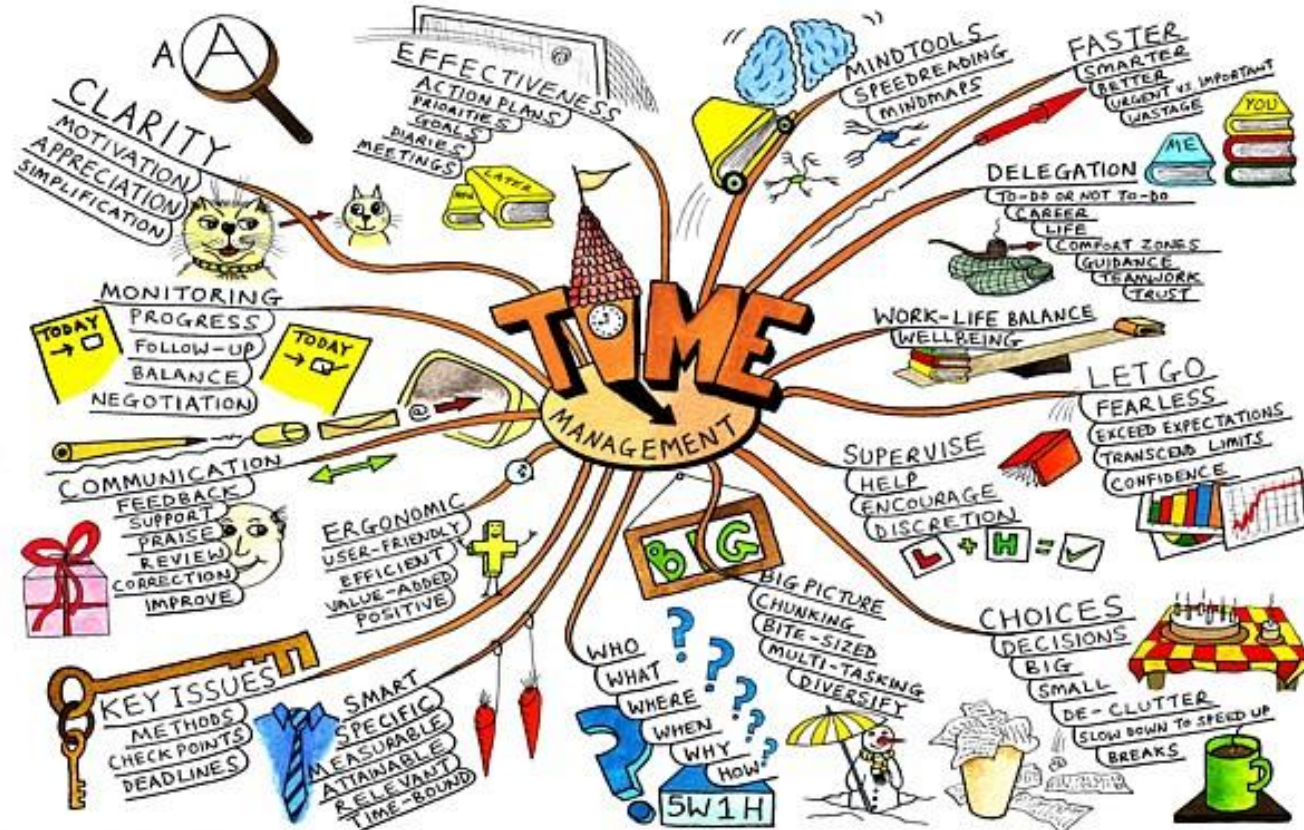


***“We have the surgeon personality”***

*- K.Craig Kent, MD*



# Time Management



9/6/12

Dear Paddy

+ Love You

and I'm really

~~so~~ sorry Of

how ~~more~~ much

you have to

work:

Love

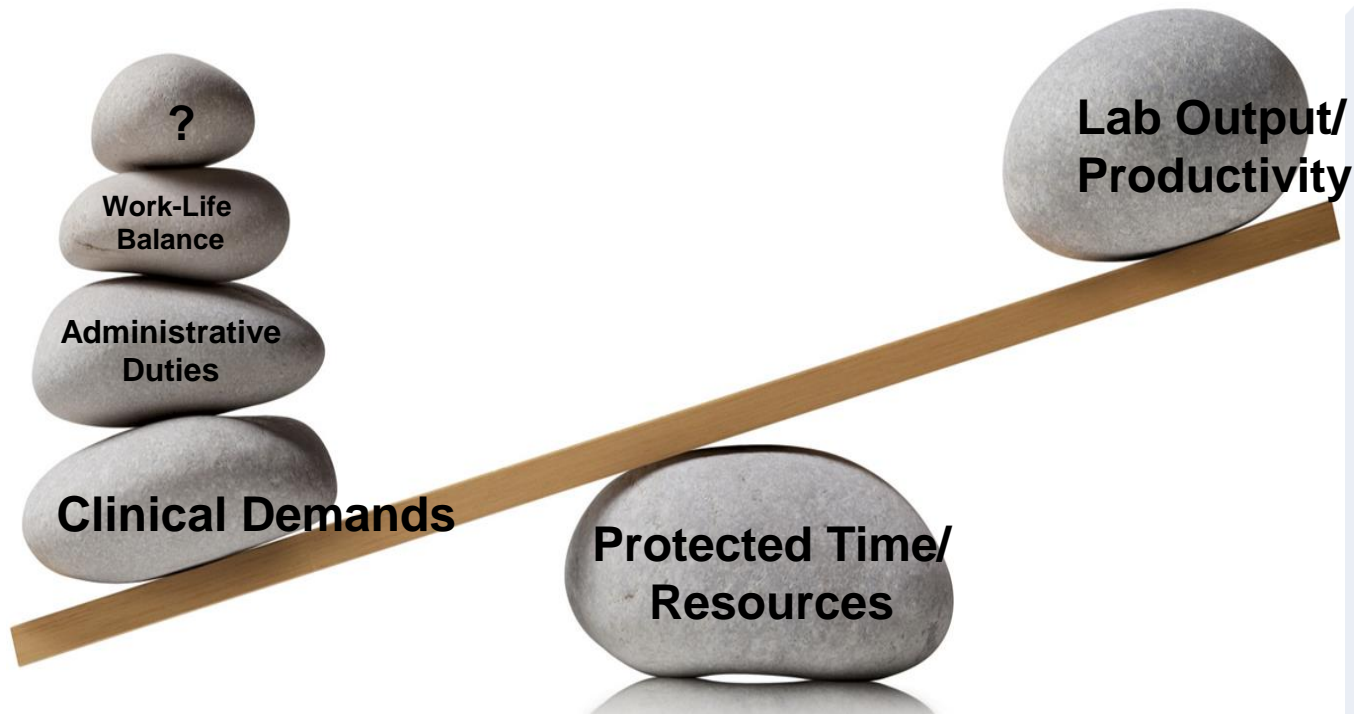
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# Work-Life Balance?



# The Balance of Time Management

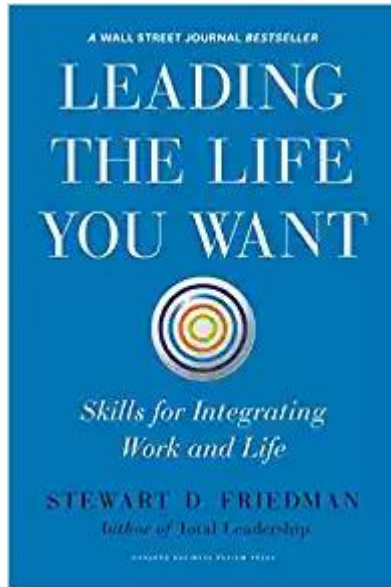




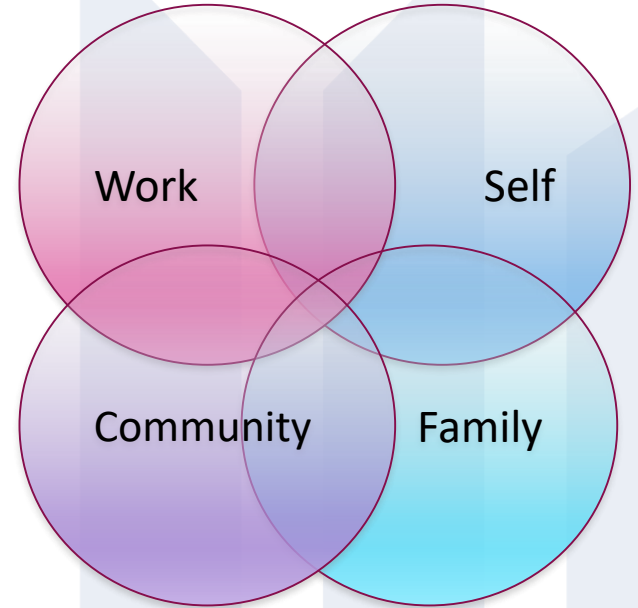
**Balance is bunk. It's a misguided notion that assumes we must always make trade-offs among the different aspects of our lives.**

*Stuart D. Friedman*

# Work-Life Integration: Four-Way Wins

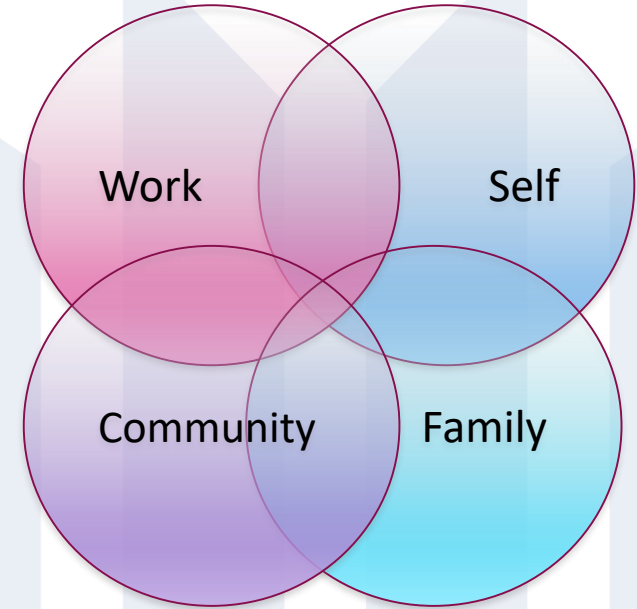


1. Be Real
2. Be Whole
3. Be Innovative



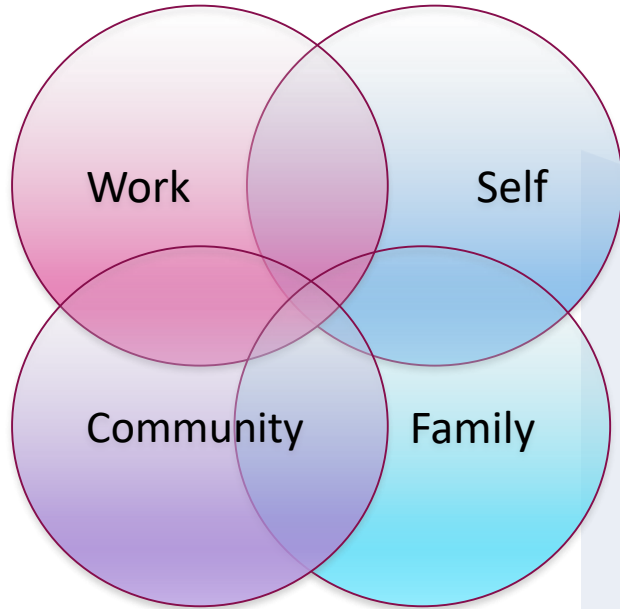
\* Caveat: There are many prioritization schemata, this is just one that is currently working for me.

# How do you get from A to B?



# 1. Be Real

## Know what matters

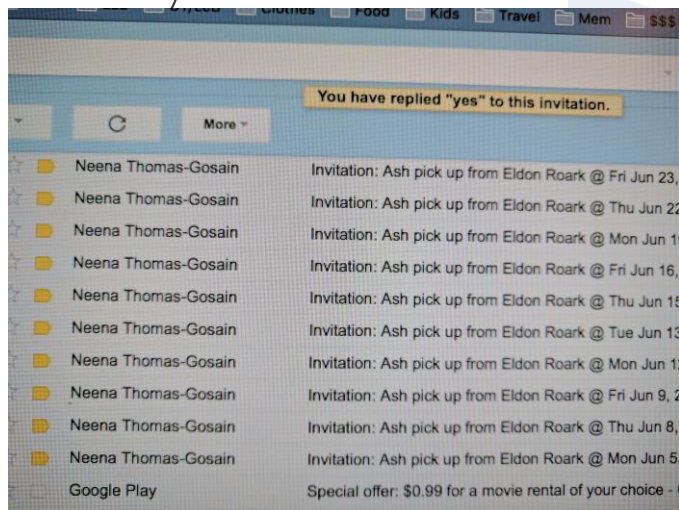


- Start with 100 points
- Allocate points to each of the 4 circles based on how you value them
- Separately, allocate points to the 4 circles based on how you spend your time
- Are they the same?

# 1. Be Real

## Align actions with values

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

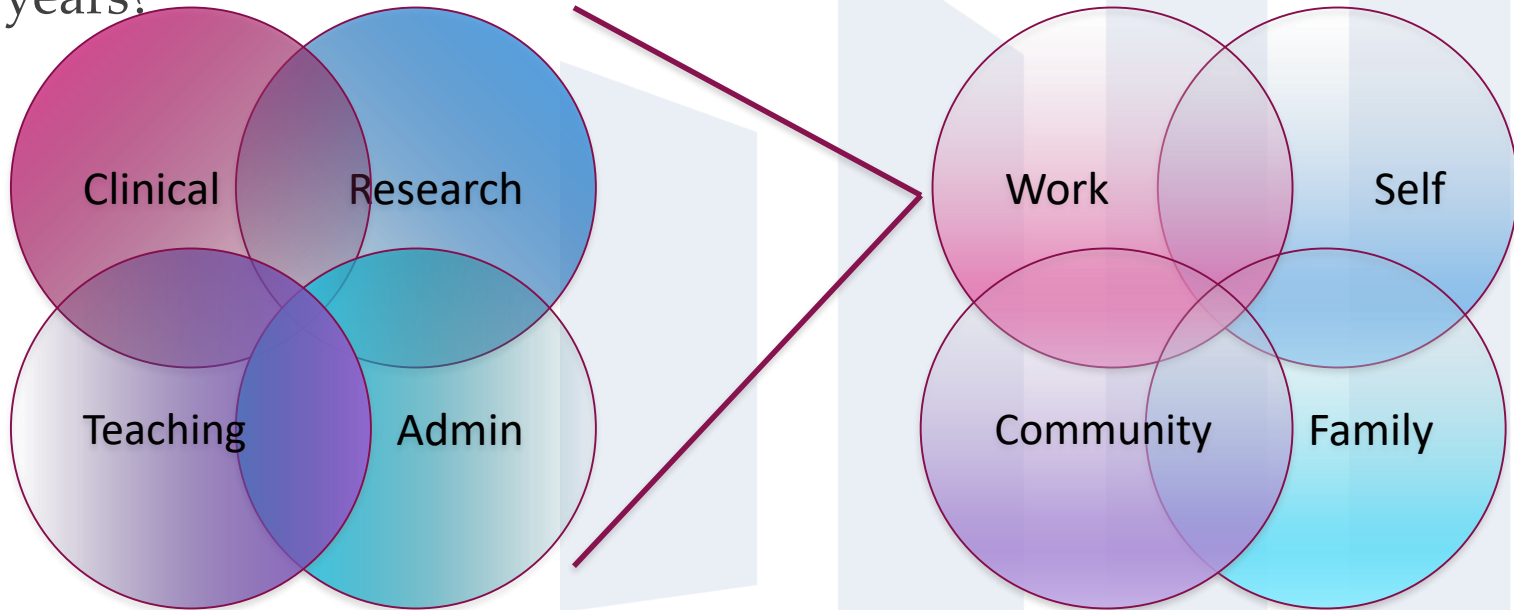


- Drive kids to school 3-5x/week
- Red-eyes whenever possible

# Know where you want to go



- Where you would like to be at various points in the coming years?
- What does success mean to you?





# 1. Be Real

## Embody values consistently

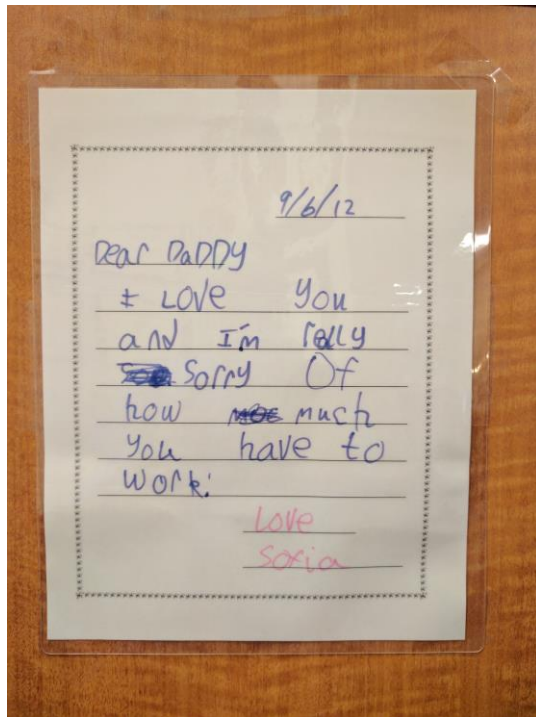


	M	Tu	W	Th	F
AM	Lab	OR or Clinic	Conferences	Lab	Lab
PM	Lab	OR or Clinic	Clinical Research, Meetings	Lab	Lab

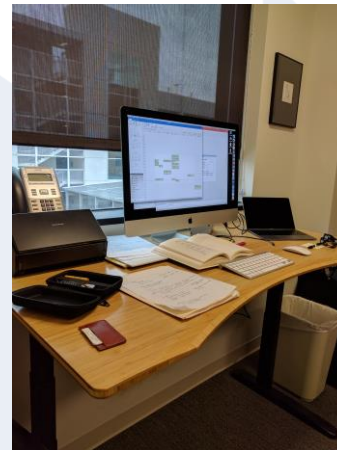
Allocate your time to what is important

# 1. Be Real

## Hold yourself accountable



- 3 Offices
  - Clinical
  - Lab
  - Home



- Nights away
  - 01/2016-04/2016: 15 days away
  - 01/2017-04/2017: 6 days away
  - 01/2018-04-2018: 8 days away

## 2. Be Whole

Help others



## 2. Be Whole

### Manage boundaries intelligently

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

#### Sacrosanct times

Lab Meeting

Formal presentations

Clinic

Teaching residents

- 7 partners / SOW system

- CHARMING Patients



#### Our Pediatric Surgery Team



James "Trey" Eubanks III, MD  
Cell: (901) 483-0638  
Areas of interest: Thoracic Surgery (Pleural Surgery), Trauma, Minimally Invasive Surgery, Inflammatory Bowel Disease



Alex Felix, MD  
Cell: (901) 232-4263  
Areas of interest: Advanced Minimally Invasive Surgery, Pediatric Acute Care Surgery and Trauma, Pediatric Critical Care, Neonatal Surgery



Ankush "Ash" Gosain, MD, PhD  
Cell: (312) 208-8691  
Areas of interest: Hirschsprung's Disease, Anorectal Malformations, Inflammatory Bowel Disease, Liver Tumors



Eunice Huang, MD, MS  
Cell: (901) 619-4811  
Areas of interest: Hirschsprung's Disease, Anorectal Malformations, Intestinal Rehabilitation, Breast and Ovarian Disorders



Tim Jancelewicz, MD, MS  
Cell: (901) 545-9973  
Areas of interest: Congenital Diaphragmatic Hernia, ECMO, Neonatal Surgery, Minimally Invasive Surgery



Max Langham, MD  
Cell: (901) 484-4284  
Areas of interest: Liver Tumors, Biliary Atresia, Congenital Diaphragmatic Hernia, ECMO



Regan Williams, MD, MS  
Cell: (901) 355-0999  
Areas of interest: Neonatal Surgery, Bariatric and Trauma Care, Vascular Anomalies, Endocrine Surgery



Ying Zhuze, MD  
Cell: (305) 775-1346  
Areas of interest: Adolescent Bariatric Surgery, Robotic Surgery, Minimally Invasive Surgery, Neonatal Surgery



## 2. Be Whole

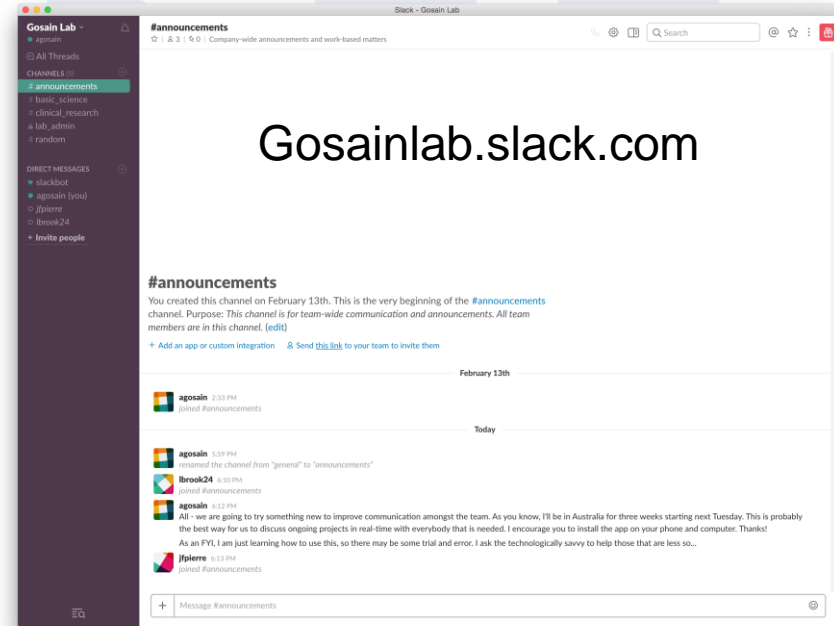
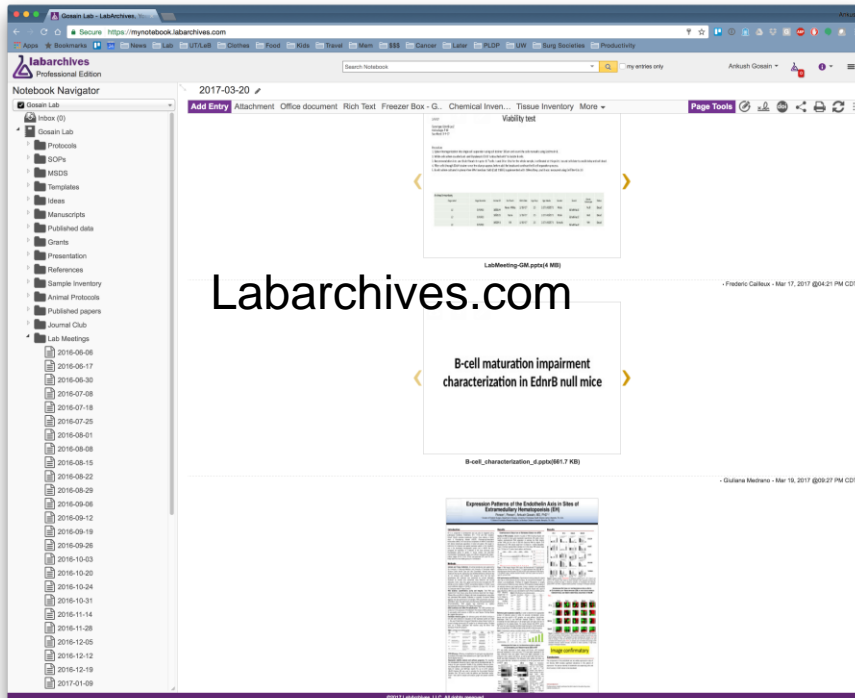
Weave disparate strands



# 3. Be Innovative

## Focus on results

- Goal: Never miss lab meeting
- Goal: Decrease email without sacrificing responsiveness





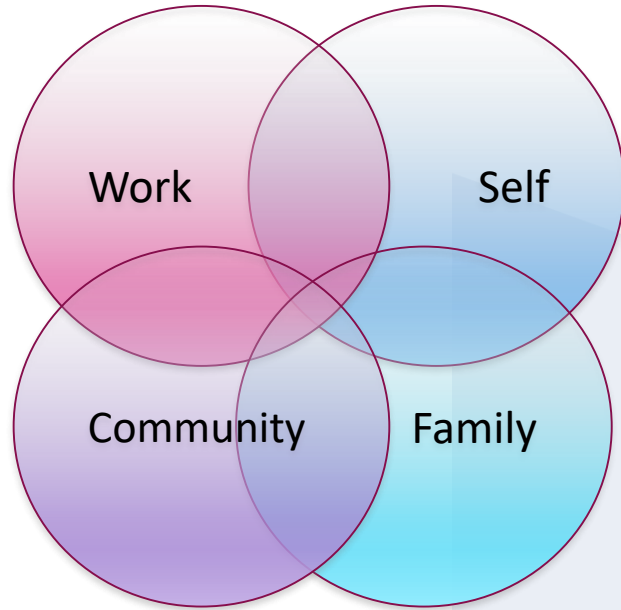
# 3. Be Innovative

Resolve conflicts among domains

- Both spouses on call on a weekend
- Meeting during school breaks
- Grant deadlines during Spring Break



# Work-Life Integration



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



Pearls  
Resident Research Years -> Early  
Faculty Years

# 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
5. Enjoy life



Jonathan Abelson, MD  
@jabelsonmd



# Returning to clinical years



Laura Stafman, MD  
@lstafman

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



# Bridging Research Fellowship to Faculty Position

## BASIC & TRANSLATIONAL RESEARCH

*LOCATION: Elizabethan C*

*MODERATORS: Priya Dedhia, MD,  
PhD & Irena Gribovskaja-Rupp, MD*

**What Do I Need In My First Job  
To Succeed? - Christina Angeles, MD**

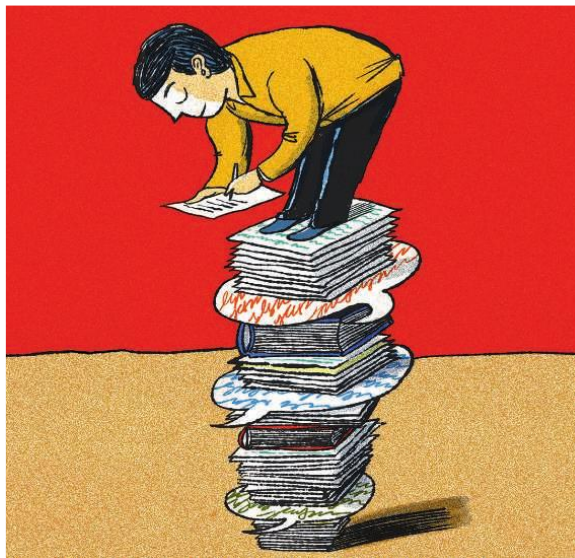
**Am I Worth Investing In:  
Establishing A Track Record -  
Filip Bednar, MD, PhD**

**Mentorship: Where to Find It? -  
Richard Burkhardt, MD**



Christina Angeles, MD  
@[cvangelesMD](#)

# 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*

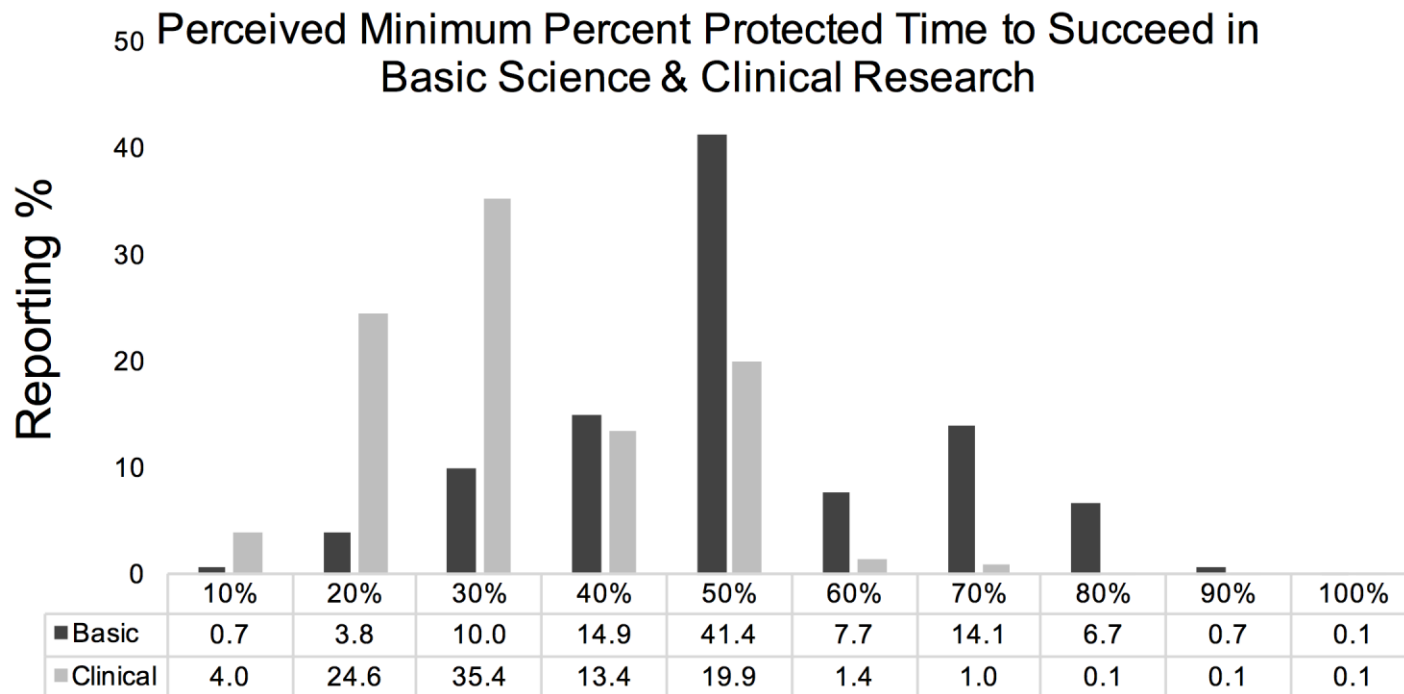
- The time you spend at work after training doesn't get any shorter, but at least you make your own schedule.

# 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	OR or Clinic	Conferences	Lab	Lab
PM	Lab	OR or Clinic	Clinical Research, Meetings	Lab	Lab



# Minimize Context Switching

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

# Minimize Context Switching

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

- Tuesday
  - Odd weeks - OR block
  - Even weeks - Clinic
  - Use all of this time! (EMR, Reviews, Evals, etc.)
  - Late day if necessary
  - Anticipate missing dinner



# Minimize Context Switching

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

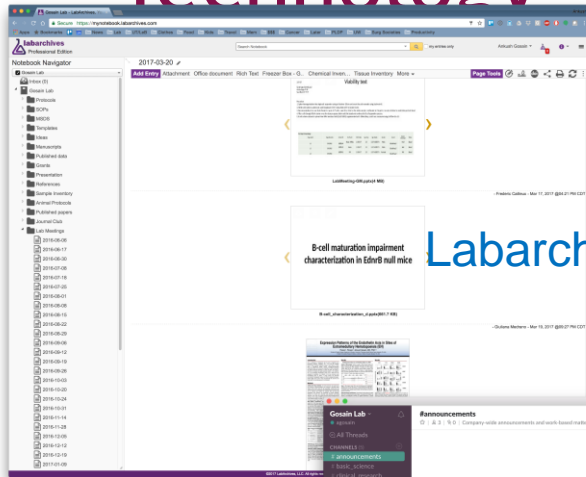
- Wednesday (the day after your clinic)
- AM: Fellowship conferences
  - Miss for OR if necessary
- PM: Weekly meetings
  - Meet with admin 1x/month - what is working, what isn't
  - Clinical research fellows
  - Time that my admin can schedule into without asking me

# Minimize Context Switching

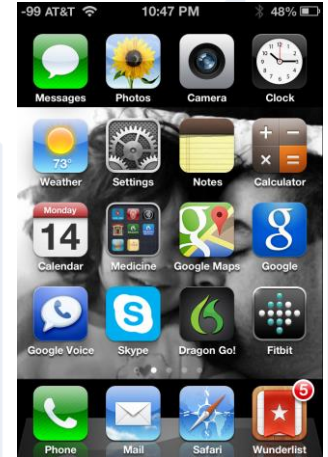
	M	Tu	W	Th	F
AM	Lab	OR or Clinic	Conferences	Lab	Lab
PM	Lab	OR or Clinic	Clinical Research, Meetings	Lab	Lab

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

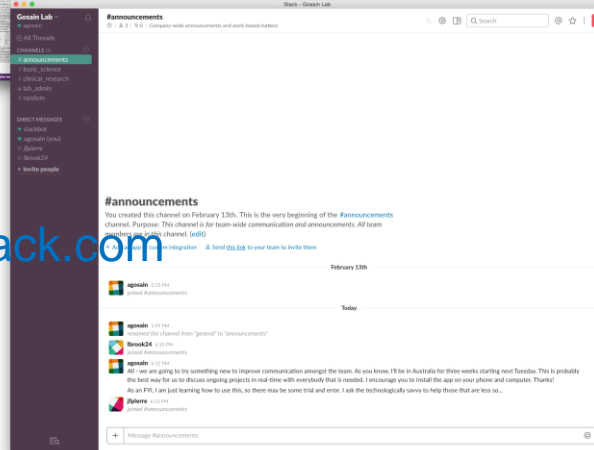
# Improve Efficiency - Utilize Technology



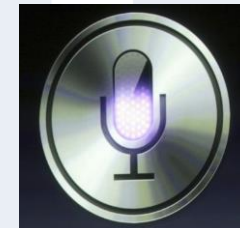
Labarchives.com



Gosainlab.slack.com



Voice Memos



# Secure Research Space

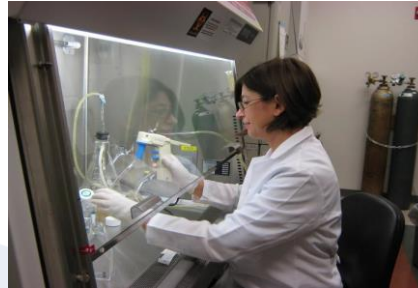


- Initial lab space in mentors lab
  - Help for training technician/staff
  - Starting new assays
  - Fully equipped
  - Away from clinical service
  - Saves time awaiting protocol approvals
- Move to your own space in 2-3 years
- Lab and Office must be in close proximity



# Months 1-3

- Get Organized
- Generate Data
- Protocol Book
  - Biosafety
  - 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

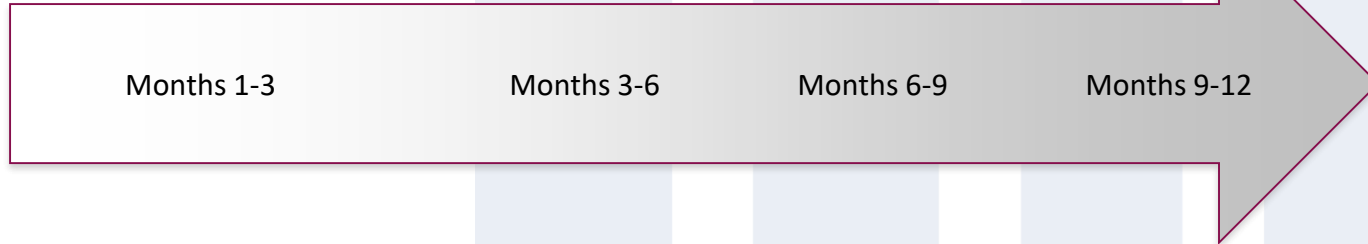


- External validation
  - You are making progress
  - Your time is worth protecting
- Funding track record

# 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

•Write & Submit NIH K Award



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	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Identify research area	○	○	○									
Find a job/identify primary research mentor				○	○	○	○	○	○	○	○	○
Background reading on mentors' lab focus and your idea										○	○	○

YEAR 1	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Secure research space with your mentor (link to paragraph about space)	○	○										
Arrange your schedule (link to paragraph about schedule)	○	○										
Commit to a time/task management system	○											
Start learning techniques from mentors' personnel	○	○	○									
Generate your protocol book	○	○	○	○	○	○	○	○	○	○	○	○
Learn institutional biosafety and animal care process	○	○	○									
Identify 1-2 Basic Science Societies to join/participate in	○	○	○	○	○	○						
Write a grant outline				○	○							
Begin to identify societal funding opportunities				○	○	○						
Attend AAS Fall Courses				○								
Write a review on your focus area				○	○	○						
Apply for societal funding							○	○				
Submit an abstract to the ACS									○			
Attend Gordon Conferences in your field												○
Relevant Abstract Deadlines		ASC		APSA	AACR	DDW			AAS/AAS			

YEAR 2	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Attend Gordon Conferences in your field	○	○										○
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				○	○	○	○	○	○			
Seek out Reviewer opportunities							○					
Submit an abstract to ACS									○			
Relevant Abstract Deadlines		ASC		APSA	AACR	DDW		ASC	AAS/AAS			

YEAR 3	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Attend Gordon Conferences in your field	○	○										
Secure research space near your mentor	○											
Arrange your schedule (link paragraph about schedule)	○											
Revisit your time/task management system (annual)	○											
Submit progress reports to funding agencies	○											
Submit an abstract to the ASC		○										
Publish papers with mentor				○	○	○	○	○	○			
Submit an abstract to ACS									○			
Relevant Abstract Deadlines		ASC		APSA	AACR	DDW		ASC	AAS/AAS			

## A Roadmap for Aspiring Surgeon-Scientists in Today's Healthcare Environment

Allan M. Goldstein, MD,\* Alex B. Blair, MD,† Sundeep G. Keswani, MD,‡ Ankush Gosain, MD, PhD,§ Michael Morowitz, MD,¶ John Kuo, MD, PhD,|| Matthew Levine, MD, PhD,\*\* Nita Ahuja, MD,†† and David J. Hackam, MD, PhD‡‡, Basic Science Committee of the Society of University Surgeons

**TABLE 1.** Timeline for the Initial Years of a Surgeon-Scientist's Career

Early Years	Goals and Milestones
Year 1	<ul style="list-style-type: none"> <li>Identify the scientific questions to be tackled</li> <li>Obtain skills necessary to achieve scientific goals</li> <li>Master the relevant literature and knowledge gap</li> <li>Begin to obtain preliminary data</li> <li>Hire a research technician and/or trainee or fellow</li> <li>Submit applications for institutional approvals</li> <li>Identify a team of mentors</li> <li>Attend research skills and grant writing workshops</li> <li>Start submitting grant applications</li> <li>Become active in national societies</li> </ul>
Years 2–3	<ul style="list-style-type: none"> <li>Identify collaborators</li> <li>Begin to publish initial manuscripts</li> <li>Maintain an up-to-date curriculum vitae</li> <li>Continue applying for research grants</li> <li>Participate in manuscript and grant reviews</li> </ul>
Year 4 and beyond	<ul style="list-style-type: none"> <li>Become familiar with requirements for academic promotion</li> <li>Be persistent and resilient!</li> </ul>

# Use the resources around you!



## Association for Academic Surgery 2019 Fall Courses

### 30<sup>th</sup> Annual Fundamentals of Surgical Research Course

Saturday, October 26, 2019

The Westin St. Francis, San Francisco, CA

7:00 AM - 8:00 AM	Registration	California Foyer								
8:00 AM - 8:10 AM	Welcome & Introduction - Fabian Johnston, MD, MHS & Vikas Dudeja, MD	California West								
8:10 AM - 8:30 AM	KICKOFF LECTURE - Timothy Pawlik, MD, PhD, MPH	California West								
8:30 AM - 10:10 AM	RESOURCES	California West								
MODERATORS: Angela Ingraham, MD, MS & Vikas Dudeja, MD										
Optimizing the Mentor/Mentee Relationship - Eugene Kim, MD										
Managing People and Projects - Carrie Lubitz, MD, MPH										
Managing Time and Expectations - Surgeon and Scientist - Ankush Gosain, MD, PhD										
How Do I Make 50/50 Work? Academic Productivity in the Current Environment - Christina Roland, MD, MS										
Panel Discussion										
10:10 AM - 10:20 AM	Break	California Foyer								
10:20 AM - 11:40 AM	METHODS	California West								
MODERATORS: Ryan Merlow, MD, MS & Troy Markel, MD										
Hypothesis & Study Design - Amir Ghafari, MD, MS										
Creating and Managing a Database - Aslam Ejaz, MD, MPH										
Big Data and Informatics - David Schneider, MD, MS										
Panel Discussion										
11:40 AM - 12:45 PM	Lunch Break	Nearby Restaurants								
12:45 PM - 1:45 PM	MARKETING	California West								
MODERATORS: Tasha Hughes, MD, MPH & Jose Trevino, MD										
Writing for Impact - Justin Dimick, MD, MPH										
Research Advocacy - Adil Haider, MD, MPH										
How to Deliver an Effective Research Presentation - Caprice Greenberg, MD, MPH										
Grant Writing: Pearls and Pitfalls - Dorry Segev, MD, PhD										
1:45 PM - 1:50 PM	Break	California Foyer								
1:50 PM - 2:50 PM	BREAKOUT SESSIONS	California Foyer								
<table><tr><th>BASIC &amp; TRANSLATIONAL RESEARCH</th><th>CLINICAL/HEALTH SERVICES RESEARCH</th><th>EDUCATION RESEARCH</th><th>GLOBAL SURGERY RESEARCH</th></tr><tr><td>LOCATION: Elizabethan C MODERATORS: Priya Deshta, MD, PhD &amp; Irena Gribokova-Rupp, MD What Do I Need In My First Job To Succeed? - Christina Angles, MD Am I Worth Investing In: Establishing A Track Record - Filip Bednar, MD, PhD Mentorship: Where to Find It? - Richard Burkhardt, MD</td><td>LOCATION: California West MODERATORS: Karen Chabara, MD, MSc &amp; Stephanie Lumpkin, MD Quality Improvement Research: A Primer - Nader Massarweh, MD, MPH Real World Evidence: Use, Misuse, and Ensuring High-Quality Output From Databases - Rebecca Snyder, MD, MPH Health Spending and Health Cost Research - Hani Nathan, MD, PhD</td><td>LOCATION: Elizabethan B MODERATORS: Jeffrey Farma, MD &amp; Grace Mak, MD Building An Education Research Career - Britney Corey, MD Funding For Education Research - Brenessa Lindeman, MD, MEHP Building an Educational Research Team - Meredith Sorensen, MD, MS</td><td>LOCATION: Elizabethan A MODERATORS: Kristin Long, MD, MPH &amp; Christopher Dodgion, MD, MPH, MBA Getting Started in Global Surgery Research - Alexandria McDow, MD &amp; S. Nabee Zafar, MBS, MPH Resources and Opportunities: Connecting Across the Globe - Christopher Dodgion, MD, MPH, MBA Current Challenges in Global Surgery - Rebecca Maine, MD, MPH &amp; Kristin Long, MD, MPH</td></tr></table>			BASIC & TRANSLATIONAL RESEARCH	CLINICAL/HEALTH SERVICES RESEARCH	EDUCATION RESEARCH	GLOBAL SURGERY RESEARCH	LOCATION: Elizabethan C MODERATORS: Priya Deshta, MD, PhD & Irena Gribokova-Rupp, MD What Do I Need In My First Job To Succeed? - Christina Angles, MD Am I Worth Investing In: Establishing A Track Record - Filip Bednar, MD, PhD Mentorship: Where to Find It? - Richard Burkhardt, MD	LOCATION: California West MODERATORS: Karen Chabara, MD, MSc & Stephanie Lumpkin, MD Quality Improvement Research: A Primer - Nader Massarweh, MD, MPH Real World Evidence: Use, Misuse, and Ensuring High-Quality Output From Databases - Rebecca Snyder, MD, MPH Health Spending and Health Cost Research - Hani Nathan, MD, PhD	LOCATION: Elizabethan B MODERATORS: Jeffrey Farma, MD & Grace Mak, MD Building An Education Research Career - Britney Corey, MD Funding For Education Research - Brenessa Lindeman, MD, MEHP Building an Educational Research Team - Meredith Sorensen, MD, MS	LOCATION: Elizabethan A MODERATORS: Kristin Long, MD, MPH & Christopher Dodgion, MD, MPH, MBA Getting Started in Global Surgery Research - Alexandria McDow, MD & S. Nabee Zafar, MBS, MPH Resources and Opportunities: Connecting Across the Globe - Christopher Dodgion, MD, MPH, MBA Current Challenges in Global Surgery - Rebecca Maine, MD, MPH & Kristin Long, MD, MPH
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2:50 PM - 3:00 PM	Break	California Foyer								
3:00 PM - 4:00 PM	PANEL DISCUSSION: BUILDING A RESEARCH CAREER, THIS IS MY STORY	California West								
MODERATORS: Fabian Johnston, MD, MHS & Vikas Dudeja, MD										
PANELISTS: Oluwadamilola Fayanjio, MD, MA, MPH; Ankit Bharat, MD; Genevieve Boland, MD, PhD; Susan Pitt, MD, MPH										
4:00 PM - 5:00 PM	JOINT KEYNOTE LECTURE: MENTORSHIP, RESILIENCE, AND FUTURE GROWTH	California West								
Sethyn Vickers, MD										
5:00 PM - 6:00 PM	Networking Reception	Elizabethan Rooms A-C								

We want your feedback! Please complete the course evaluation here:  
<https://www.surveymonkey.com/r/rfsc2019eval>

## Association for Academic Surgery 2019 Fall Courses

### 15<sup>th</sup> Annual Early Career Development Course

Saturday, October 26, 2019

The Westin St. Francis, San Francisco, CA

7:00 AM - 8:00 AM	Registration	California Foyer				
8:00 AM - 8:05 AM	Welcome & Introduction - Shripa Arya, MD, MS & Catherine Velopoulos, MD, MHS	California East				
8:05 AM - 8:25 AM	KICKOFF LECTURE: MENTORSHIP AND SPONSORSHIP - Justin Dimick, MD, MPH	California East				
8:30 AM - 9:50 AM	STARTING YOUR ACADEMIC CAREER MODERATORS: Joseph Phillips, MD & Julia Coleman, MD, MPH Strategies to Find and Negotiate Your First or Next Academic Position - Caprice Greenberg, MD, MPH Establishing Your Clinical Footprint and Understanding Your Clinical Value - T. Clark Gambin, MD, MS, MBA Being an Effective Educator as a Junior Faculty Member - Brenessa Lindeman, MD, MEHP Being a Good Citizen and Leader in Your Institution - Christopher Sonnenday, MD, MHS Moderated Question and Answer	California East				
9:50 AM - 10:10 AM	Break	California Foyer				
10:10 AM - 11:30 AM	LAUNCHING YOUR RESEARCH PROGRAM BREAKOUT SESSIONS					
<table><tr><th>TRADITIONAL EXTRAMURAL FUNDING PATHWAY (K-KR)</th><th>NON-TRADITIONAL RESEARCH PATHWAY</th></tr><tr><td>LOCATION: California East MODERATORS: Lesly Dossett, MD, MPH &amp; Joshua Smith, MD, PhD Finding Your Research Path: What, Where, How? - Ulka Sachdev, MD Funding Your Research: K and Early Career Grants - Carrie Lubitz, MD, MPH Making the Transition from K to R: Establishing Research Independence - Dorry Segev, MD, PhD Non-NIH Funding: VA, DOD, PCORI Foundations - Nader Massarweh, MD, MPH Moderated Question and Answer</td><td>LOCATION: Elizabethan C MODERATORS: Eylee Lawton, MD, MHS &amp; Haytham Kasparani, MD, MPH Education Research - Arghavan Salles, MD, PhD Global Surgery Research - Marnia Swarop, MD Clinical Research - Cindy Kim, MD, MS Collaborative Translational Science - Dawn Coleman, MD Moderated Question and Answer</td></tr></table>		TRADITIONAL EXTRAMURAL FUNDING PATHWAY (K-KR)	NON-TRADITIONAL RESEARCH PATHWAY	LOCATION: California East MODERATORS: Lesly Dossett, MD, MPH & Joshua Smith, MD, PhD Finding Your Research Path: What, Where, How? - Ulka Sachdev, MD Funding Your Research: K and Early Career Grants - Carrie Lubitz, MD, MPH Making the Transition from K to R: Establishing Research Independence - Dorry Segev, MD, PhD Non-NIH Funding: VA, DOD, PCORI Foundations - Nader Massarweh, MD, MPH Moderated Question and Answer	LOCATION: Elizabethan C MODERATORS: Eylee Lawton, MD, MHS & Haytham Kasparani, MD, MPH Education Research - Arghavan Salles, MD, PhD Global Surgery Research - Marnia Swarop, MD Clinical Research - Cindy Kim, MD, MS Collaborative Translational Science - Dawn Coleman, MD Moderated Question and Answer	
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11:30 AM - 12:30 PM	Lunch Break	Nearby Restaurants				
12:30 PM - 1:35 PM	SUSTAINING AND BUILDING ON EARLY SUCCESSES MODERATORS: Susan Pitt, MD, MPH; S. Lindsay Kuo, MD, MBA Achieving Local and National Visibility: Societies, Committees, Journals, and the Web - Karl Bilmoria, MD, MS Leadership Growth And Navigating New Opportunities - Eugene Kim, MD Promotion And Tenure - Rachel Keltz, MD, MSCE, MBA Moderated Question and Answer	California East				
1:35 PM - 1:50 PM	Break	California Foyer				
1:50 PM - 2:20 PM	SMALL GROUP SESSION: PREPARING AN ELEVATOR PITCH Introduction - Adil Haider, MD, MPH Small Group Breakouts - Instructions located in course handout.	California East				
2:20 PM - 2:30 PM	Break	California Foyer				
2:30 PM - 3:50 PM	MANAGING LIFE AS JUNIOR FACULTY MODERATORS: Matthew Porembka, MD & Ebie Riess, MD, MSc Taking Care of Yourself: Wellness and Resilience - Jamie J. Coleman, MD Effective Time Management and Work-Life Integration - Heena Santry, MD, MS Negotiation and Conflict Management - Arden Morris, MD, MPH Rising Beyond Complications and Setbacks - Matthew Martin, MD Moderated Question and Answer	California East				
3:40 PM - 3:45 PM	Closing Comments - Shripa Arya, MD, MS & Catherine Velopoulos, MD, MHS	California East				
3:45 PM - 4:00 PM	Break	California Foyer				
4:00 PM - 5:00 PM	JOINT KEYNOTE LECTURE: MENTORSHIP, RESILIENCE, AND FUTURE GROWTH Sethyn Vickers, MD	California West				
5:00 PM - 6:00 PM	Networking Reception	Elizabethan Rooms A-C				

We want your feedback! Please complete the course evaluation here:  
<https://www.surveymonkey.com/r/ecdc2019eval>





# Managing Time and Expectations: Surgeon and Scientist

Questions?

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