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Unlocking your Potential in Academia: Tips from the Trenches



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Objectives

- Describe the benefits and challenges of a pharmacy faculty position.
- Identify strategies for overcoming the challenges and maximizing the benefits of a position in academia.



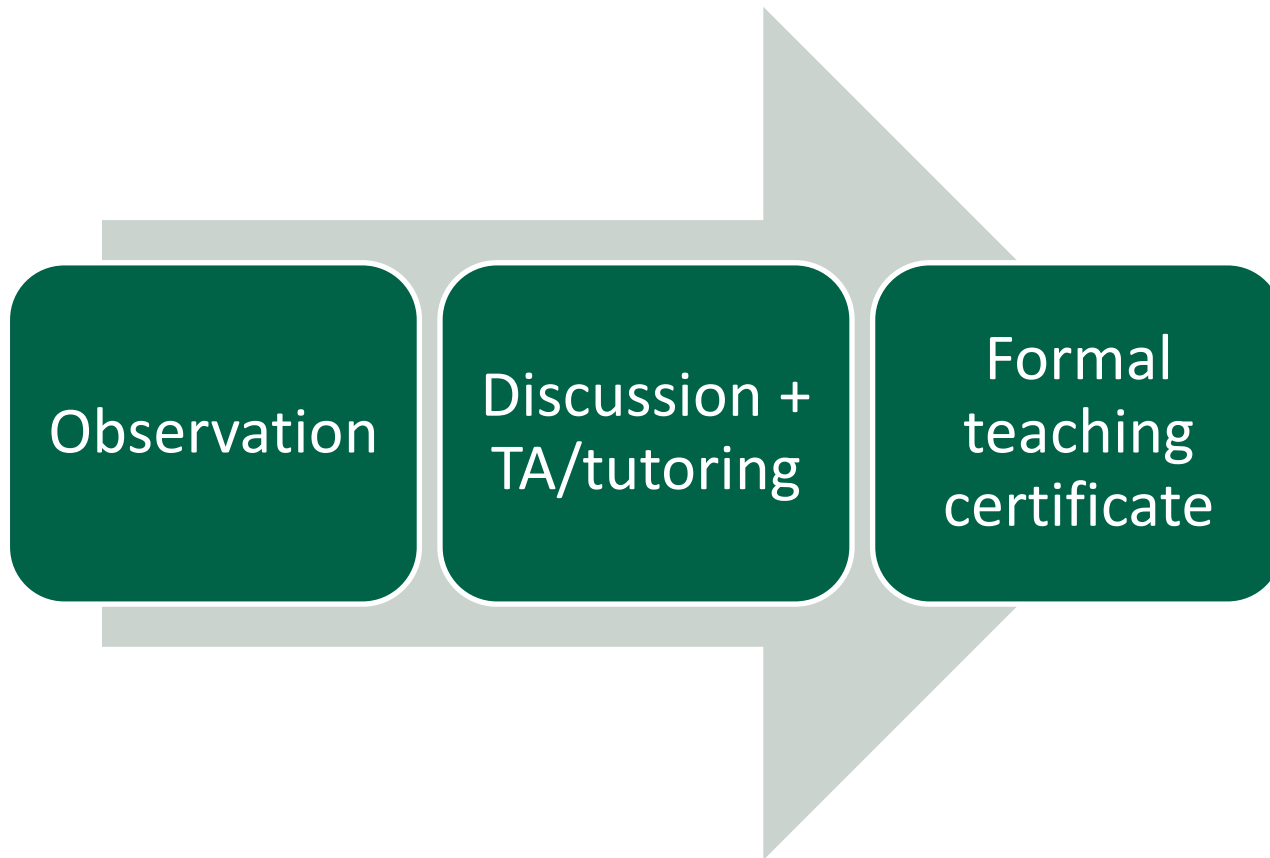
My Story

AB is a 23 year old pharmacy graduate...

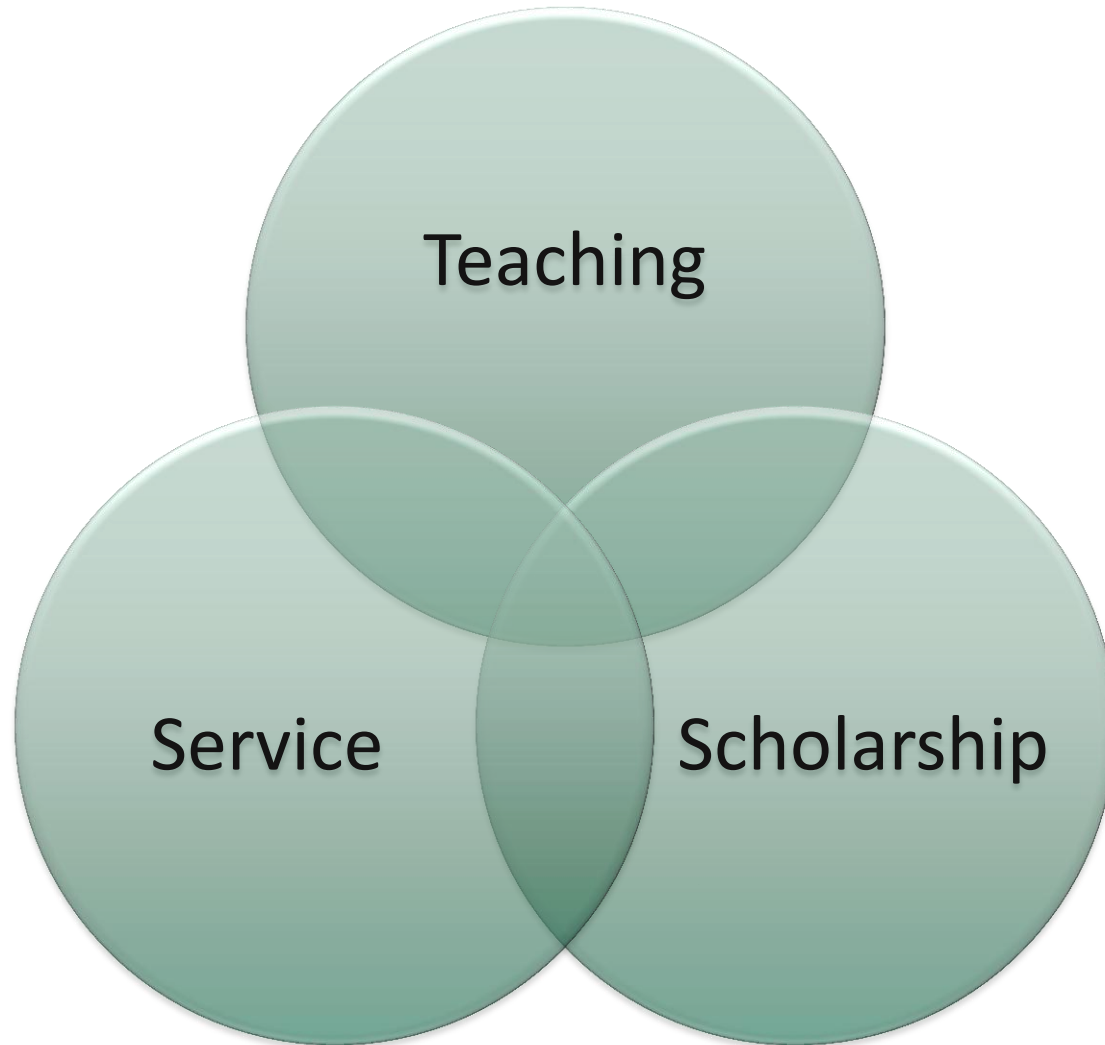


Academia

- Spectrum of experience of a new faculty member



Breakdown of Responsibilities



The Academic Triad

- Teaching
 - Didactic
 - Experiential
 - Professionals
 - Patients
- Service
 - Clinical service
 - Committee service (Academic, Institutional, Organizational)
 - Community service
- Scholarship
 - Research
 - Writing



Benefits

- Flexibility
- Challenge
- Variety
- Opportunity to make a difference
 - Students
 - Patients
 - Colleagues
- Professional development encouraged and rewarded
- Autonomy encouraged and rewarded
- Demand

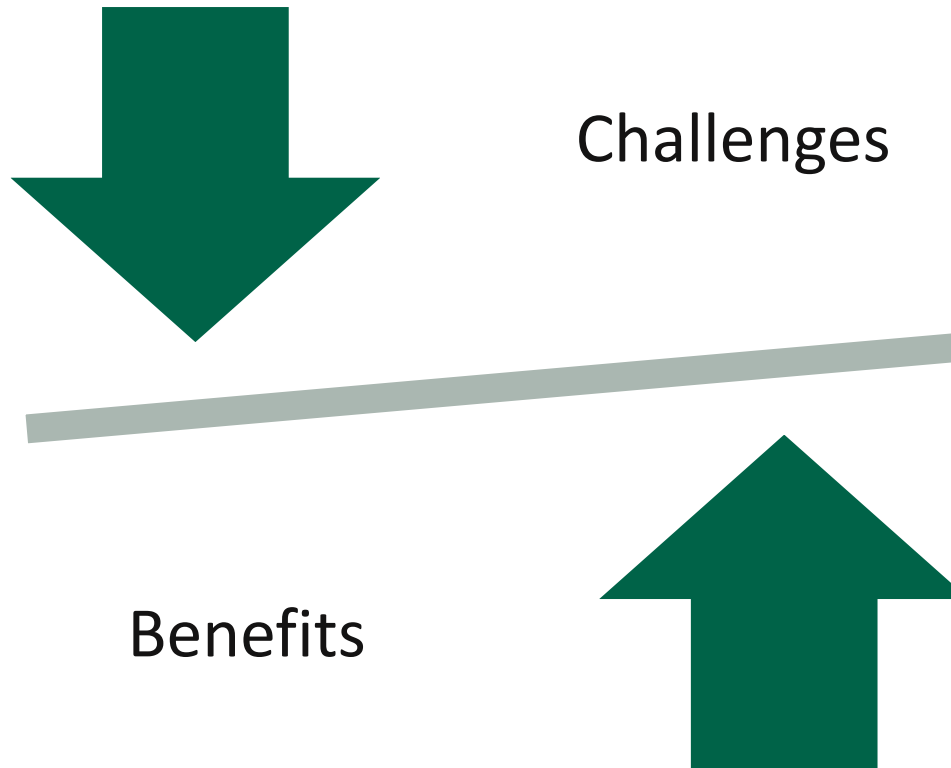


Challenges

- Two (or more) bosses
- Juggling responsibilities
- Balancing time and effort
 - Professional
 - Personal
- Need to multi-task
- Reconciling the “ebb and flow”



The Key to Personal Success and Satisfaction in Academia



Top Ten Tips



1. Understand Expectations

- % time/effort allotment
 - Teaching, Practice, Scholarship, Service
 - Is there flexibility here?
 - Defined by your track
- Discuss with Department Chair
- Review regularly
- Annual (or more frequent) evaluations
- Develop goals
- Chart your own progress
- Have a plan



2. Identify Mentors

- **New and old**
 - Formal vs. informal mentoring
 - Former professor, preceptor, colleague
 - New colleagues, administrators
- **Local and distant**
 - No need to “meet” in a conference room
- **Similar and diverse**
 - Important to have mentors that are on the same path or have succeeded on that path
 - Equally important to have mentors in other areas to help broaden your abilities/experience



3. Establish a Focus

- Find areas of interest that represent “gaps” at your institution
- Niche or focus can extend throughout
 - Teaching
 - Scholarship
 - Service
- Over time you become an “expert” in something
 - Local
 - Regional
 - National
- Opportunities open up because of this area of expertise



4. Get Scholarship Going Early

- Don't wait!!
- Incorporating early is easier than “adding” it later.
- Takes longer than you think it will.
- Opportunity to learn the process before other responsibilities increase
- Collaborate!!
- Set personal deadlines/goals
- Start small and build
- Keep your focus



5. Maximize Efficiency

- Scholarly pursuits aligned with practice
 - Evaluate outcomes related to your service
 - Build in to daily activities (data collection/documentation)
- Scholarly pursuits aligned with teaching
 - Evaluate outcomes related to classroom or experiential innovations
- Teaching aligned with practice
- Mentoring students and residents
 - Benefit from learning how to conduct project
 - Can increase your productivity as a scholar and increase your effectiveness/experience as a mentor/educator
- Collaborate



Audience Activity

- Which of the following is TRUE regarding identification of mentors?
 - a. An effective mentor should be geographically close.
 - b. An effective mentor should be similar in discipline.
 - c. An effective mentor should be a senior colleague.
 - d. An effective mentor should be available and open to the mentoring role.



6. Expect Critical Feedback

- Maintain a desire to grow from feedback
- Seek feedback from peers and superiors
- Seek feedback from students and residents
- Be realistic in your expectations
 - Very difficult to do everything well when you first start out
 - Don't dwell on the negative



7. Critically Evaluate “Opportunities”

- Learn when and how to say: “No thank you.”
- If a request is optional, ask yourself:
 - Is this opportunity within my area of focus?
 - Will this provide experience in an area of service, scholarship, or teaching that I need at this time?
 - Can I accept the responsibility knowing that I will have the time to do a quality job and also to have some balance?



8. Network/Get Involved

- Join local, regional, and national organizations
 - Figure out which organizations are a best fit for you.
- Take advantage of networking opportunities
 - Can lead to identification of additional mentors or collaborators.
- Pursue leadership roles over time



9. Commit to Development

- Seek opportunities for professional development in all areas
- Subscribing to publication or listserv
 - Carving out time to read and review
- Attending conferences and seminars
- Formal classes



10. Balance

- **Professional Balance**
 - Comes easier if other tips are followed (maximize efficiency, learn to say no)
 - Work with mentors and administrators, seek advice
 - Expect that responsibilities will shift/change over time
- **Personal Balance**
 - Schedule work and non-work activities
 - Establish your personal priorities
 - Define boundaries



Summary

1. Understand expectations
2. Identify mentors
3. Establish a focus
4. Get scholarship going early
5. Maximize efficiency
6. Expect critical feedback
7. Evaluate opportunities
8. Get involved
9. Commit to development
10. Balance



Success is not the key to happiness.
Happiness is the key to success. If you love
what you are doing, you will be successful.

Albert Schweitzer

