Lessons Learned: 2016 AAMC Minority Faculty Development Seminar

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Objectives

• Review highlights of the 2016 AAMC MinFac Seminar
• Identify areas for personal development
• Implement strategies that will further your development
2016 AAMC-San Antonio!
Themes

- Goals
- Preparation
- Opportunities
- Relationships
- Growth
- Value
Goals
Goals

• Personal
  • Reflection—where you are now, where do you want to be in xx years

• Institutional
  • The “currency”

• The “sweet spot”
A job well done today is the best preparation for tomorrow.
Preparation

- Updating CV/Portfolio regularly
  - Diagnostic and therapeutic
- Use available data
  - National benchmarks (e.g., AAMC Faculty Salary Survey)
- Understand Priorities
- Promotion will come sooner than you think
Opportunities
Opportunities

• Have a niche
  • Identify a gap in your institution
• Opportunities with measurable outcomes
• Ask why you are asked
• Ask the time commitment
• If you are not interested…
Relationships
Relationships

• Mentorship
  • Essential
  • More than one
  • The power of peers

• Sponsor vs Mentor
  • Propels vs Maintains

• Crucial Conversations
  • My story vs Your story
Growth
Growth

• Change vs transformation
  • Personal and Institutional

• Practitioner Wellbeing
  • Vitality Model
  • Experience + Reflection = Meaning

• Career Goals aligning with Personal Goals?

• Flexibility/Adaptability
  • Rarely a linear trajectory
Value
Value

• Your personal value
  • Impostor syndrome
  • Implicit/Explicit Biases

• Institutional Value
  • Loss of faculty is expensive
  • Greater with time
  • You are an investment

• What does success mean to you?
Summary

• Start with goals
• You need to prepare for success
• Be aware and mindful of opportunities
• Seek out and cultivate supportive relationships
• Your growth involves multiple levels
• Recognize your value