

Navigating Success in Academic Medicine: A Workshop for Underrepresented in Medicine (URiM) Faculty

Objectives:

- Build skills on successfully navigating community responsibilities
- Practice skills and critical thinking on when to say yes or no when offered an “opportunity”
- Build skills on how to negotiate for resources in any position
- Discuss how to effectively navigate requests to fill institutional diversity roles

Faculty:

Jason Deen, MD

Tamera Coyne-Beasley, MD, MPH

Gary Freed, MD, MPH

Leslie Harding-Walker, MD (*Chair*)

Moderator:

Joseph Wright, MD, MPH



**ACADEMIC
PEDIATRIC
ASSOCIATION**

Navigating Success in Academic Medicine: A Workshop for Underrepresented in Medicine (URiM) Faculty



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University of Alabama,
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University of
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Balancing career and community

Jason Deen, MD, FAAP

Associate Vice Chair for Equity, Diversity and Inclusion,
Department of Pediatrics

Associate Professor of Pediatrics and Medicine

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MANY OF US COME FROM
RESOURCE-SCARCE
COMMUNITIES...



... AND FEEL A SPECIAL
OBLIGATION AND
COMMITMENT TO THE
CHILDREN IN OUR OWN
COMMUNITIES . . .



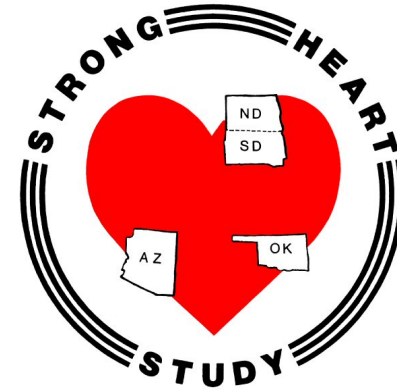
... Our elders often have expectations that we will return to the community.



University of
Minnesota,
Duluth School of
Medicine



My
clinical
path



MY RESEARCH PATH



MENTORING



Seattle Children's[®]
HOSPITAL • RESEARCH • FOUNDATION

CONACH
COMMITTEE ON NATIVE AMERICAN CHILD HEALTH



CENTER FOR HEALTH EQUITY, DIVERSITY & INCLUSION



FAMILY STUDY

Cardiovascular Disease in American Indians
(Phase V)

Operations Manual - Volume Eight

PSYCHOSOCIAL QUESTIONNAIRES

THE NATIONAL HEART, LUNG AND BLOOD INSTITUTE
OF THE NATIONAL INSTITUTES OF HEALTH



Dr. Terry Maresca (Mohawk)

What I Found Useful

- Seek guidance from elders.
- Know yourself.
- Establish your career.
- Look for opportunities to serve.



nitsiniiyi'taki!

Jason.deen@seattlechildrens.org

Saying Yes and No to Opportunities

Tamera Coyne-Beasley, MD, MPH, FAAP, FSAHM
Derrol Dawkins, MD Endowed Chair in Adolescent Medicine
Professor of Pediatrics and Internal Medicine
Division Director, UAB Adolescent Medicine
Vice Chair, Pediatrics for Community Engagement
Past President, Society for Adolescent Health and Medicine

How to Make The Decision

- Define your priorities and goals, your personal mission
- Get a well-defined ask
 - What are the obvious and hidden costs and benefits?
- **STARS**
 - **Success:** What is the definition of success for opportunity? How does it fit in with your priorities
 - **Timing:** Will you be able to devote the necessary time?
 - **Access:** Will you have access to all the necessary decision-makers?
 - **Resources:** What people and financial backing will you have?
 - **Support:** Will the person requesting your involvement have your back along the way?
- Take a least 24 hours to make decision and get advice



When to Say Yes

- It is aligned with your priorities, goals and values
- It is something that you can do and you can make a difference
- When it feels right
- To give your life balance
- It involves utilization of your talents and skills
- Professional growth - opportunities for advancement, learning

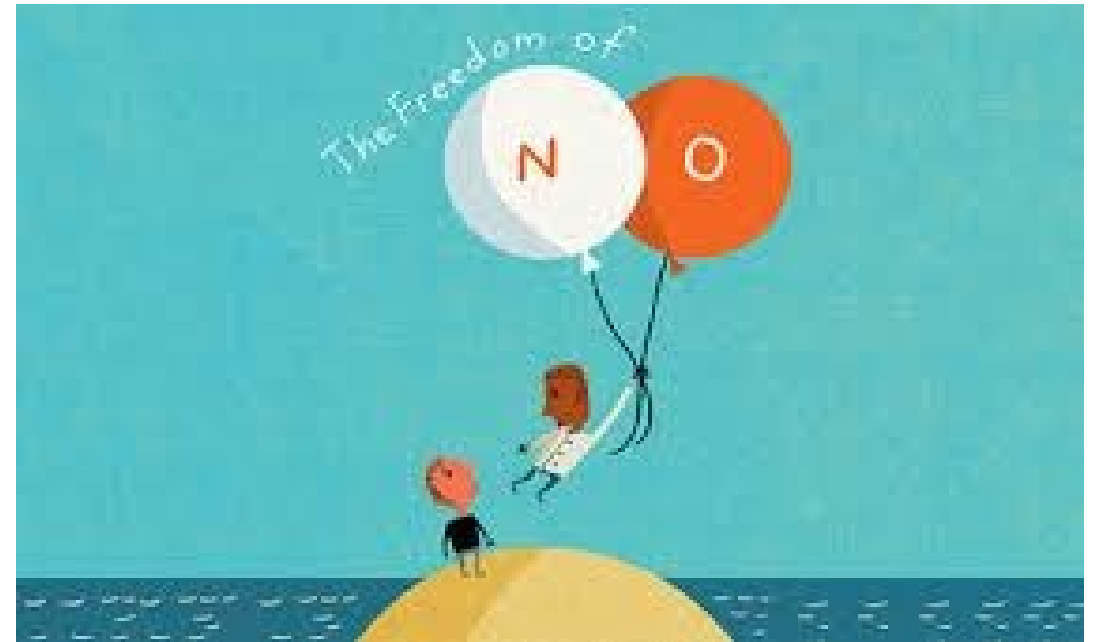
When to Say No

- Not aligned with your priorities or goals
- Not resourced well for success
- Not supported by your boss
- No time, energy or bandwidth at time of request
- Violation of current policies or rules



Saying “No” Will Help You To

- Set your priorities
- Achieve your goals
- Focus on the things that are important to you
- Feel more rested and less stressed
- Say yes to things that matter



APA workshop: Navigating Success in Academic Medicine: A Workshop for Under-Represented in Medicine

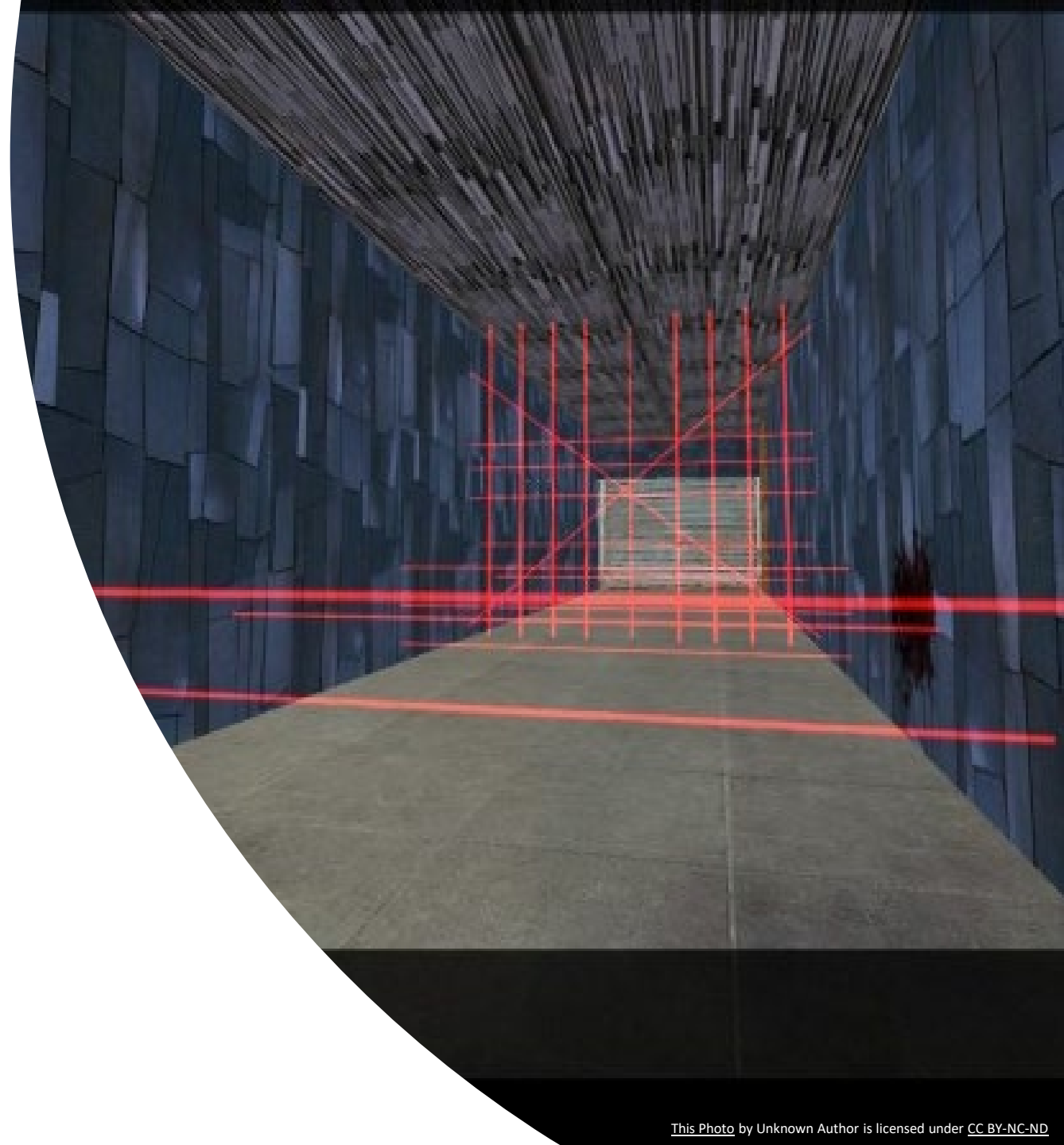
Balancing Institutional and Community Commitments



Leslie R. Walker-Harding, MD, FAAP, FSAHM
Ford Morgan Endowed Professor
Chair, Department of Pediatrics, Associate Dean
University of Washington
Co-Chair Committee on Diversity, Inclusion and Equity
American Pediatric Society
November 13, 2020

Being an Essential Commodity

- Feels great to be needed and satisfies the commitment to serve your community.
- Responsibility to bring others along with you is deep within our souls for most of us, and never goes away
- Danger in thinking you can handle both as separate parts of your life without consequences



Balancing Two or more Worlds

- Look for institutions that value community involvement in promotion and dedicated time.
- Negotiate time for community outreach
- If asked to lead a DEI initiative make sure proper resources are there
- Identify mentors
- If you commit make sure you have the resources to deliver
- BIG Key: A team is essential, no one gets anywhere good alone
- Whatever you do, it will be helpful to many you will never see

