




# Mentoring Junior Faculty: From Resident to New Faculty

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# Who are we?



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# Objectives

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- Identify the unique challenges and opportunities of transitioning from resident to faculty at the same institution
- Describe strategies for redefining relationships with former co-residents and program leadership
- Review strategies for balancing clinical, educational, and scholarly responsibilities as a new faculty member
- Discuss the importance of mentorship, protected time, and early career development in academic success



# Why Does This Matter?

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- Critical faculty shortage in family medicine



# The Unique Position of Staying Home

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## **Advantages:**

- Established relationships and institutional knowledge
- Understanding of program culture and systems
- Existing trust with leadership and colleagues
- Continuity for residents you've mentored



# The Unique Position of Staying Home

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## Challenges:

- Navigating relationship dynamics
  - Role confusion and boundary setting with former peers
- Having the need to establish new professional identity/adjusting to role
- Dealing with imposter syndrome
- Balancing demands of the academic physician



# Strategies for Redefining Relationships

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- With former co-residents
  - Acknowledge the transition early
  - Set clear professional boundaries while maintaining collegiality
  - Stay fair and try to avoid favoritism
  - They want you to succeed
- With former supervisors/attendings (now peers)
  - Shift from seeking approval to a collaborative approach
  - Relay your perspective confidently in meetings
  - Asking questions as a colleague
  - Recognize others' experience while establishing my own expertise
- With current residents



# Strategies for Balancing Responsibilities as New Faculty

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1. Start early
2. Define your role
3. Invest in early wins
4. Use mentors effectively
5. Work-life balance



# Junior Faculty to Faculty

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- What's next?
- Acknowledging imposter syndrome and moving to:
  - A growth mindset



# Faculty Development

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- Mentorship
  - Variety of mentors who provide different types of support
    - Clinical expertise
    - Administrative expertise
    - Job/career advice
    - Peer mentors
- Discover your interests and seek them out
  - Research projects
  - Committee involvement
  - Teaching commitments



# Faculty Development

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- Set goals: 1 year, 3 year, and 5-year career goals
  - Create a roadmap
  - Define your goals
  - Set up your daily tasks to align with long term goals
- Build your CV
  - Update regularly
- Navigate promotion criteria
  - Assistant Professor to Associate Professor
  - Typically requires that you demonstrate excellence beyond clinic work
  - Research
  - Service



# Faculty Development

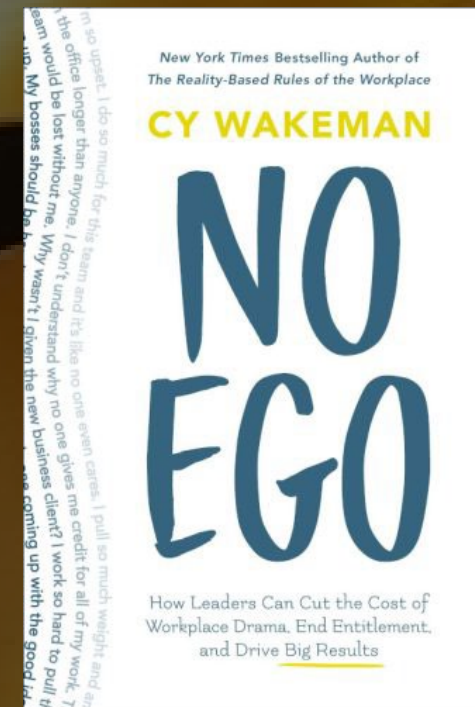
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- Time management
  - Prioritize protected time for further academic pursuits and interests
  - To-do lists
  - Planner
- Avoid common pitfalls
  - Don't be overly self-sufficient
    - Ask for help
    - Ask questions

# Professional Development

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- Professional development topics
  - Improving teaching effectiveness
  - Enhancing academic and research productivity
  - Understanding graduate medical education funding
  - Dealing with (BMWs)
  - Networking
  - Utilizing AI within the graduate medical system
  - Leadership development
  - Maintaining work-life balance



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The background features a complex, abstract pattern of flowing, wavy lines in various shades of gold, brown, and tan. The lines create a sense of movement and depth, resembling liquid or smoke. The colors transition smoothly from light golden-yellow to dark, almost black, tones.

THANK YOU