

# **Finding the Gastroenterology Practice That is Right for You**

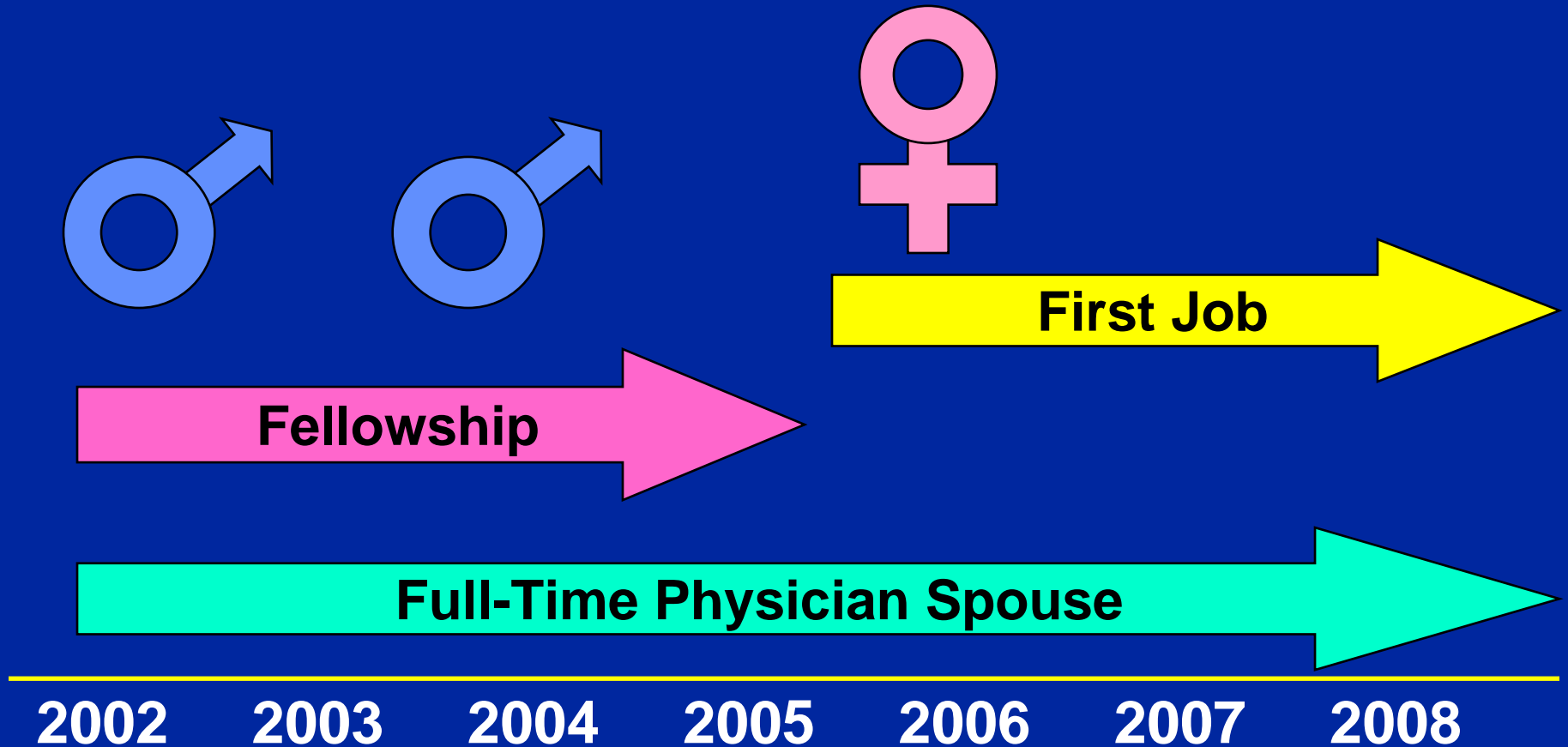
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# Outline

- **My Background**
- **Academia**
  - **Advice for different activities**
- **Part-time**
  - **Picking an FTE**
  - **Making it work**

# Timeline for My Career



# Timeline for My Career

Associate  
GI  
Fellowship  
Director

MMS  
GI  
Course  
Faculty

Associate  
IM  
Residency  
Director

Instructor

Assistant  
Professor

SAC

Consultant

Mayo GI  
Board  
Review

Mayo IM  
Board  
Review

Ask  
Mayo  
Expert  
.com

MKSAP  
14

MKSAP  
Updates

MKSAP  
15

Fellowship

First Job

2002

2003

2004

2005

2006

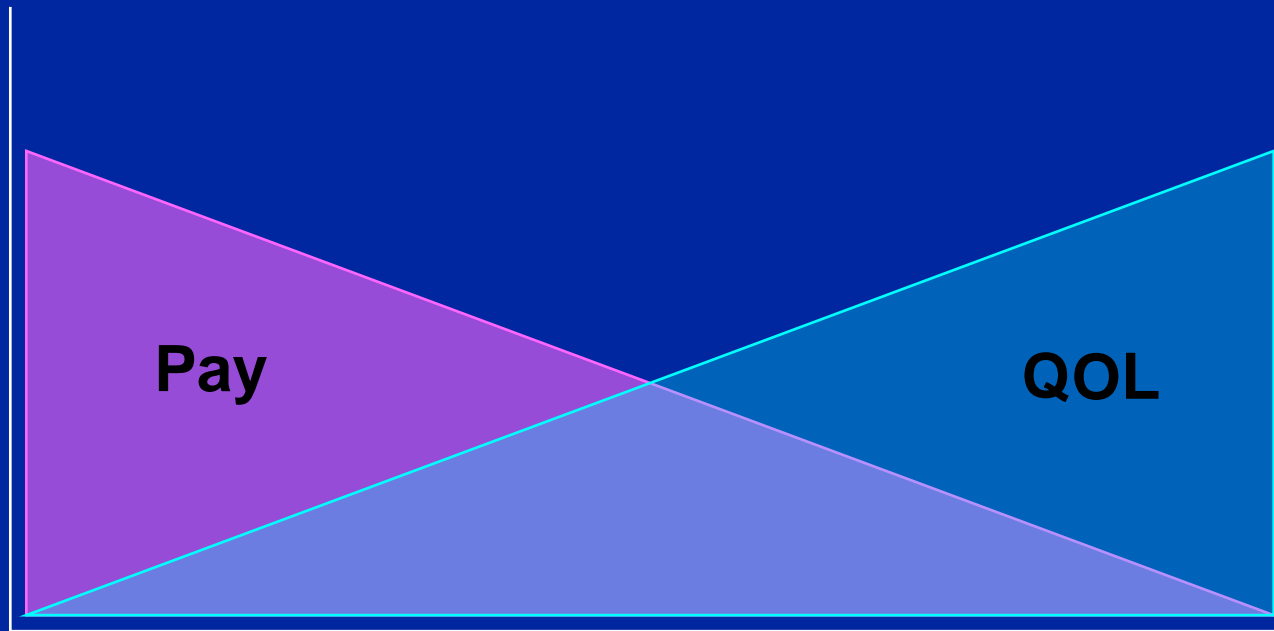
2007

2008

# **My Reasons for Academia**

- **Part-time, flexible schedule**
- **No nighttime endoscopy call**
- **Variety of activities**
  - **Clinical, educational, research**
- **Generous compensation package**

# What Will Your Job Feel Like?



# Where Can You Spend Time in Academia?

## All Environments

- Endoscopy
- Clinics
- Hospital/Consults
- Research
- Administration
- Education
- Committees

## All Levels

- Fellowship
- Residency
- Medical school
- Divisional
- Institutional
- National

# Clinical Time

- Spell out your interest
- See what % of clinical time can be dedicated to those patients
- Helps with:
  - Stimulating research ideas
  - Protocol recruitment
  - Defining your expertise



# Endoscopy Time

- **What percent of your time?**
- **Which procedures?**
- **Additional training available?**
- **Graduated program?**

# Research/Development Time

- **Some centers may grant you time (10-20%) the first few years to develop your interests**
- **Beyond that (time or percent), you will need to establish ways to fund your time**

# Administrative Positions

- What is the role?
- What FTE is dedicated to this?
- Is the FTE and role's expectations concordant?
- Is it a stepping stone to future roles that may be appealing?

# Educational Activities

- Most lecture preparation in free time
- First few years more laborious
  - You'll develop lecture bank thereafter
- Develop a niche to talk about
  - This can define you!
- Go to a seminar on how to give a talk

# Committee Work

- **Know your limit**
- **Before saying “yes” .....**
  - **Time of the day it meets?**
  - **How often does it meet?**
  - **Who else is on it?**
  - **Amount of work outside meeting?**
- **Pick committees → align with interests**

# Protected Time

- Factor it into your schedule
- The more you get, the more you need to control
- Equalize it throughout year
- Avoid putting it where squeezed
  - Friday pm

# Tenure

- **Define what this is for each job**
  - **Length, expectations**
  - **Some well-defined; others not**
- **Help create realistic goals for self**
- **Meet regularly with chair to assess progress towards tenure**

# **Words of Advice for Junior Faculty**

- **Know when to say “YES”**
- **Feel comfortable saying “NO”**
- **Take 2 days to make decisions**
- **Be a team player**



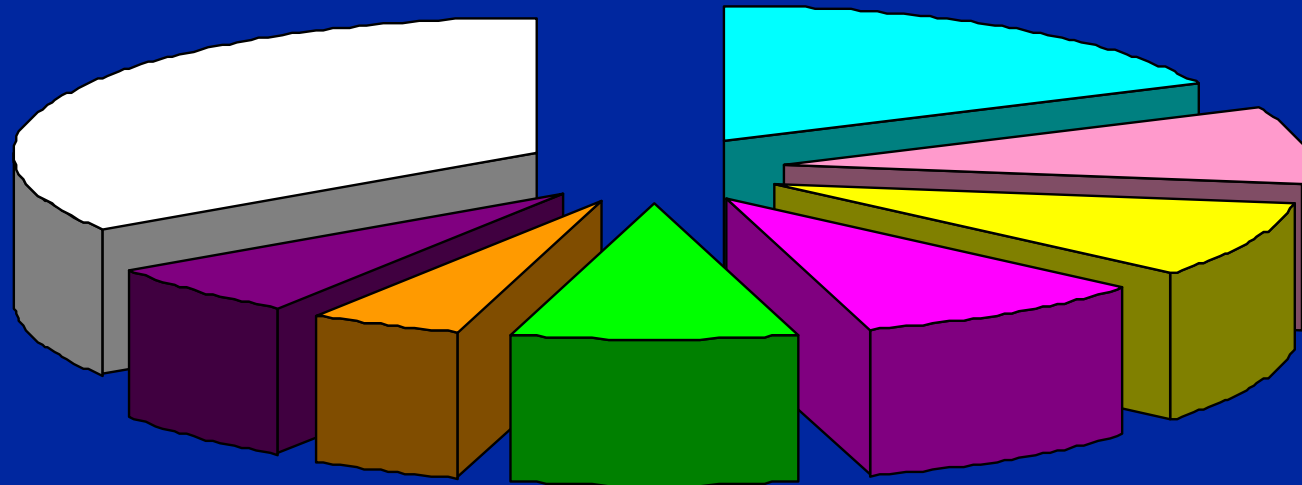
# Words of Advice for Junior Faculty

- A mentor is essential (can have > 1)
- Be a mentor to others
- Set goals for yourself
  - Academic rank
  - Academic positions
  - Career focus

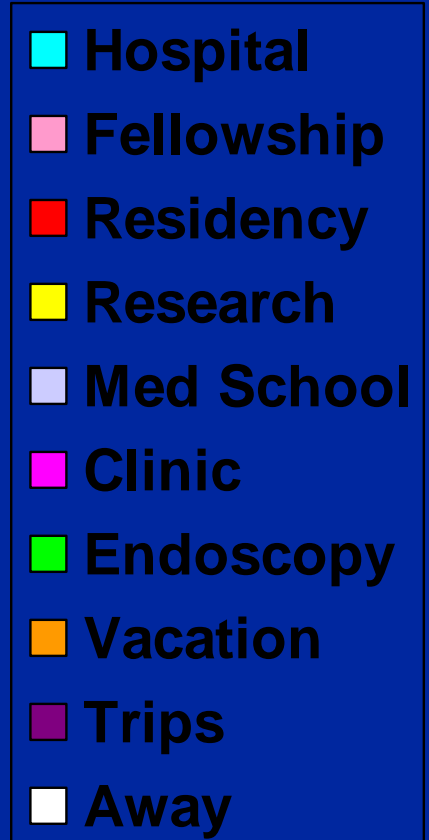
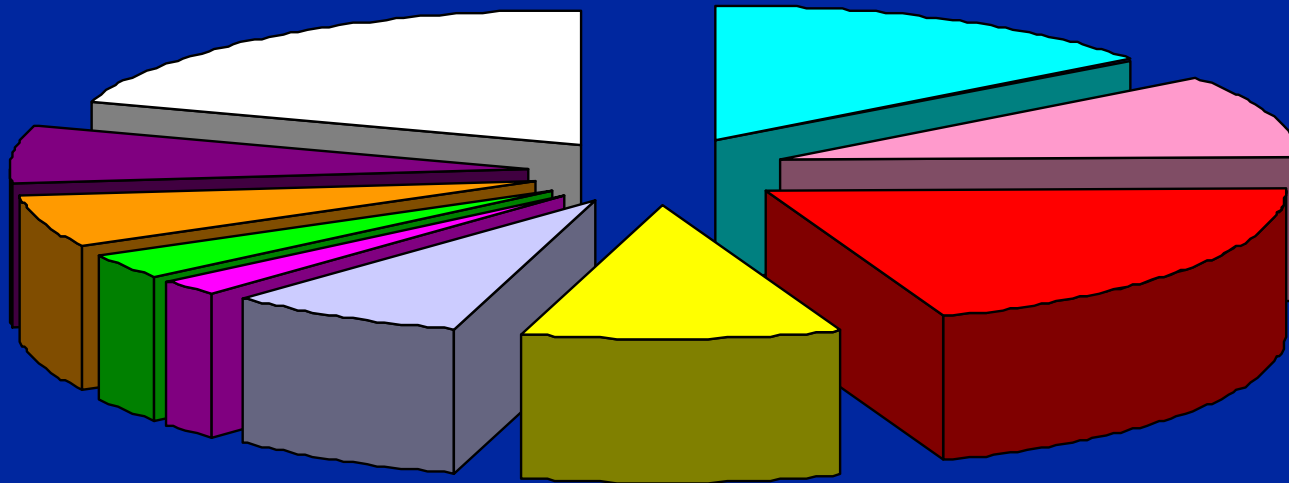
# Timeline for My Career



# Breakdown 2006



# Breakdown 2008



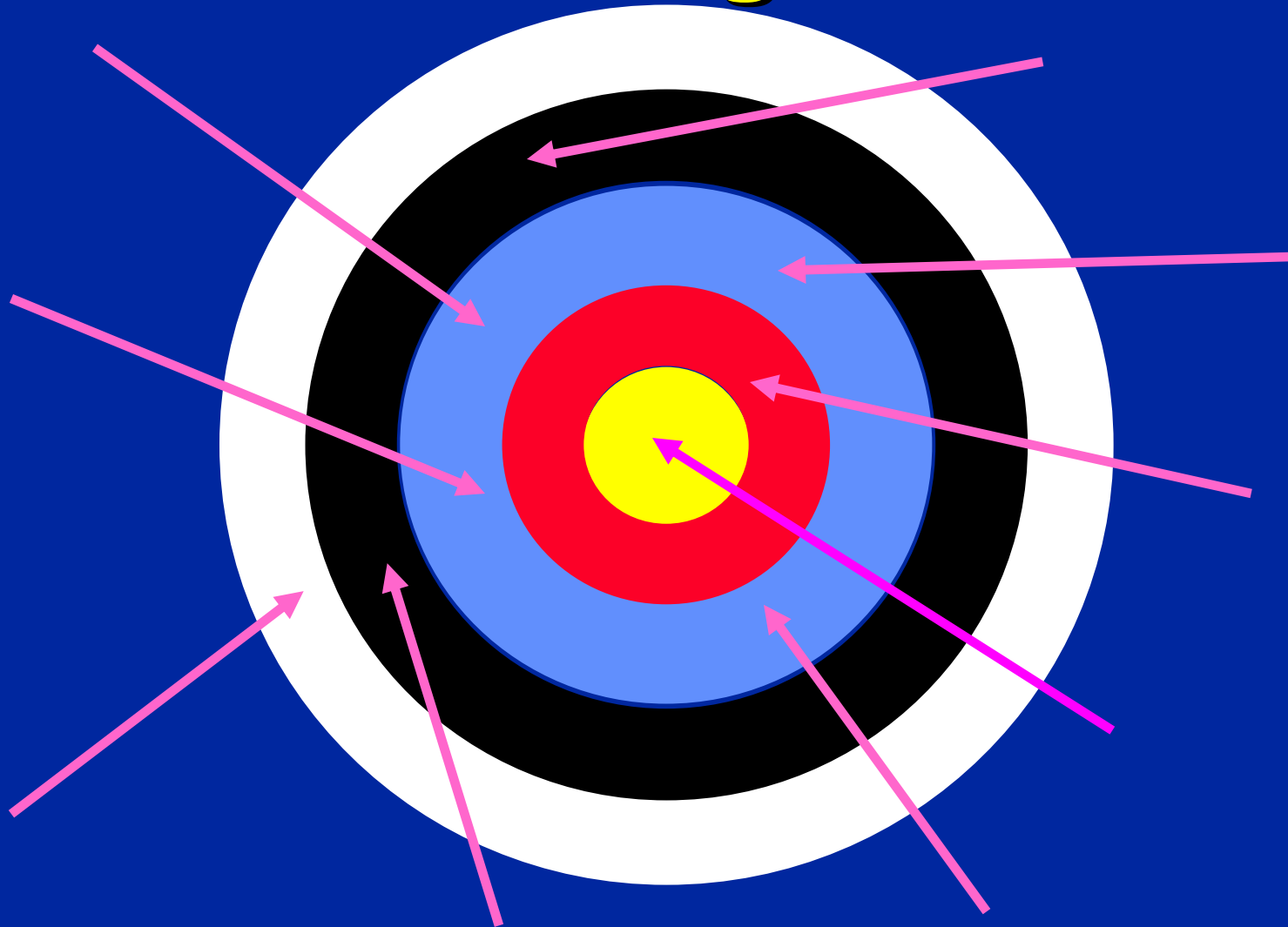
# **Working Part-Time**

# Definitions

- **FTE = full-time equivalent**
  - **1.0 FTE = full-time**
  - **0.5 FTE = half-time**

	<b>Mon</b>	<b>Tues</b>	<b>Wed</b>	<b>Thurs</b>	<b>Fri</b>
<b>AM</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>
<b>PM</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>

# Determining Your FTE



# Best Advice for Part-Time Scheduling?

- **Ask around!!!!**
- **Learn from those going before you**
  - **Colleagues with similar FTE**
  - **Colleagues with similar clinical activities**
  - **Colleagues with similar social situation**



# Just for Perspective

- 1.0 FTE → 1.1+ FTE
- 0.8 FTE → 0.9+ FTE

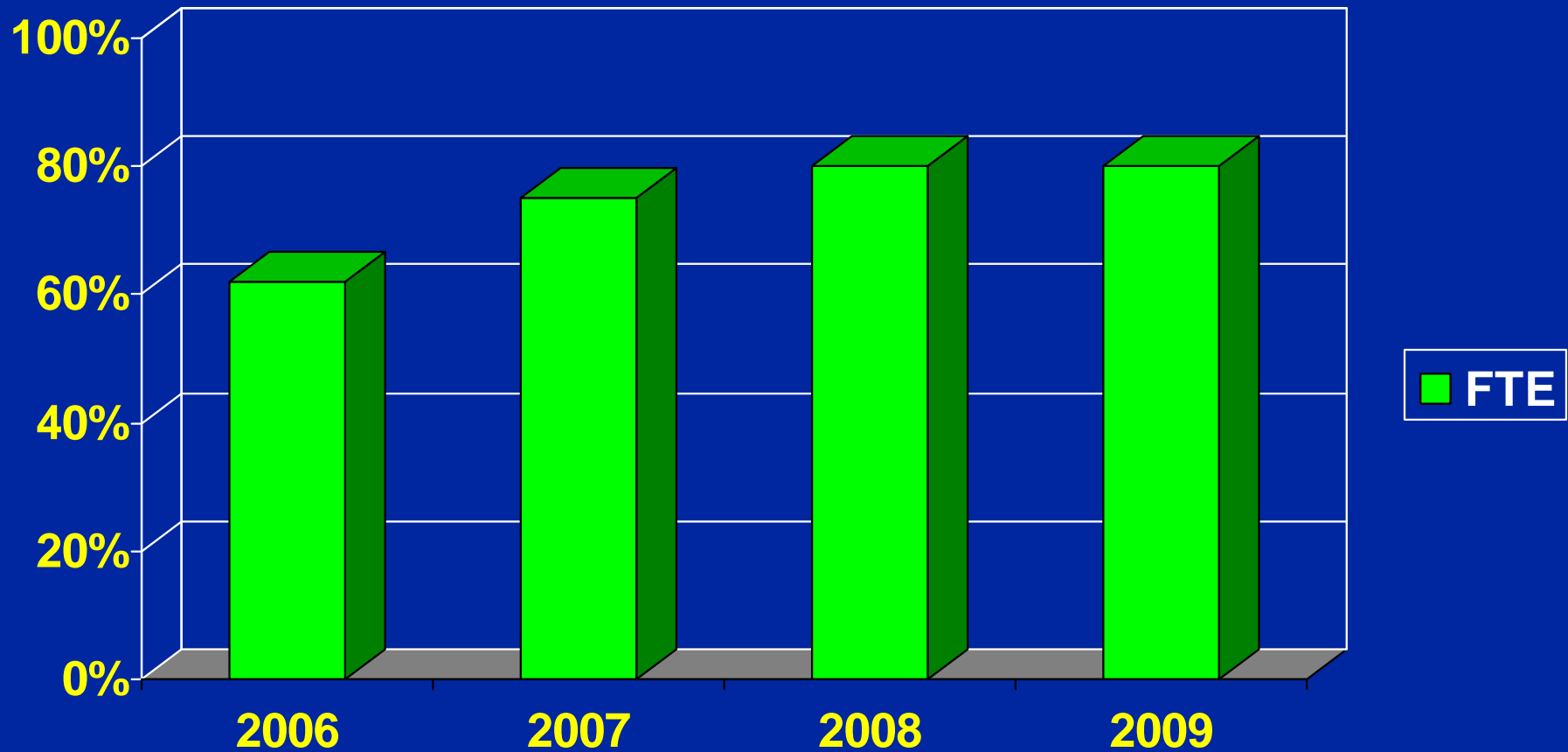
# Determining FTE

- What do you desire?
- What is the minimum for benefits?
- Calculate forward or backwards?
- Flexibility to change?

# Calculating Your FTE

**minus** Total # workdays/year  
**minus** Vacation and trip days  
**equals** Total # available workdays/year  
**times** FTE  
**equals** Your # of workdays/year  
**minus** Whole day/week activities  
**equals** Remaining # days to work  
**divide** # of remaining weeks/year  
**equals** # of days per week you need to work

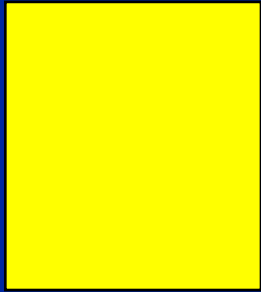
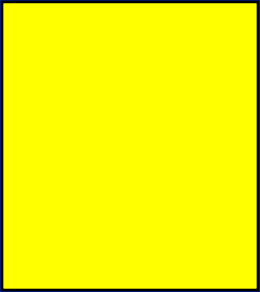
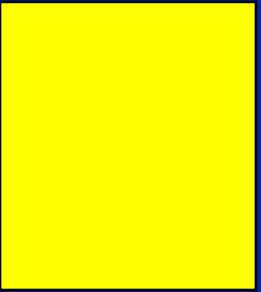
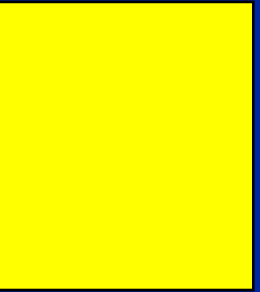

# Change of FTE With Time



# When Working Part-Time

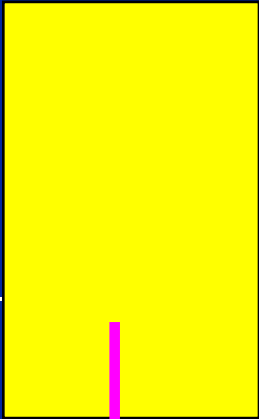
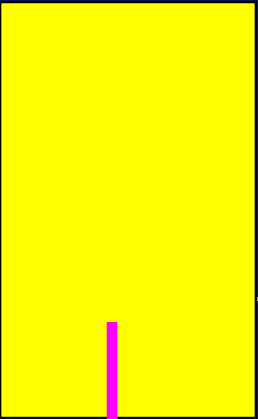

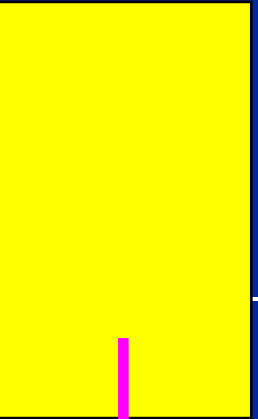






- Full days off?
  - Which days?
- Half days off?
  - AM or PM?
- Find out divisional/practice needs
- Factor in regular meetings, etc.

# Initial Schedule (0.62 FTE)

	Mon	Tues	Wed	Thurs	Fri
AM					
PM					

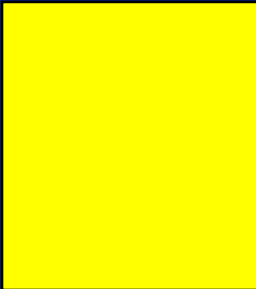
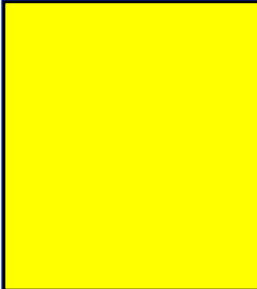
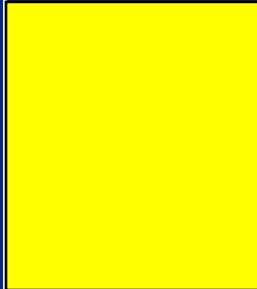
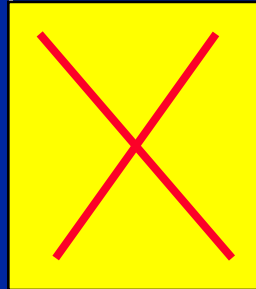
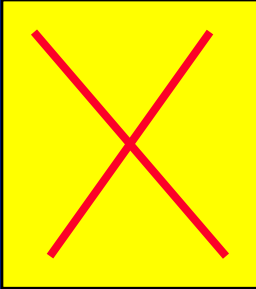
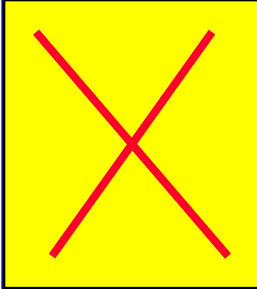
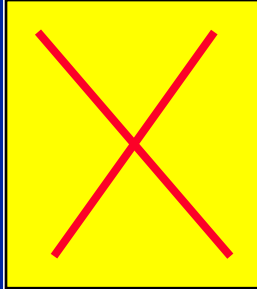
 = Work Time

# Initial Schedule (0.62 FTE)

	Mon	Tues	Wed	Thurs	Fri
AM					
PM					

 = Work Time

# Current Schedule (0.8 FTE)

	Mon	Tues	Wed	Thurs	Fri
AM					
PM					



= Work Time



= Protected Time



# The Effect of Your FTE

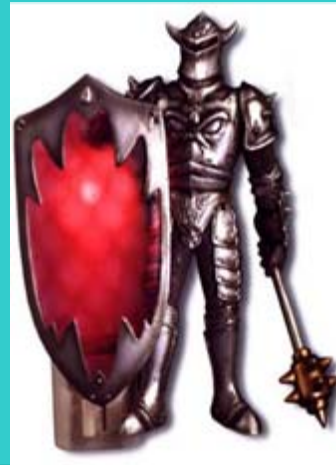
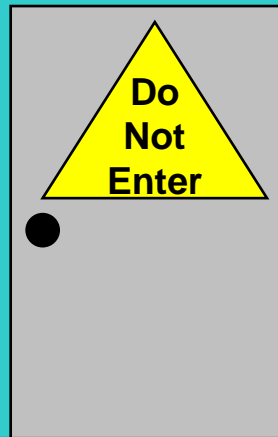
- CME/Trip time
- Vacation time
- Pension plan
- Health plan coverage

# Other Things to Consider

- **School hours**
- **Kids' activities**
- **Availability of other services**

# Protecting “Away Time”

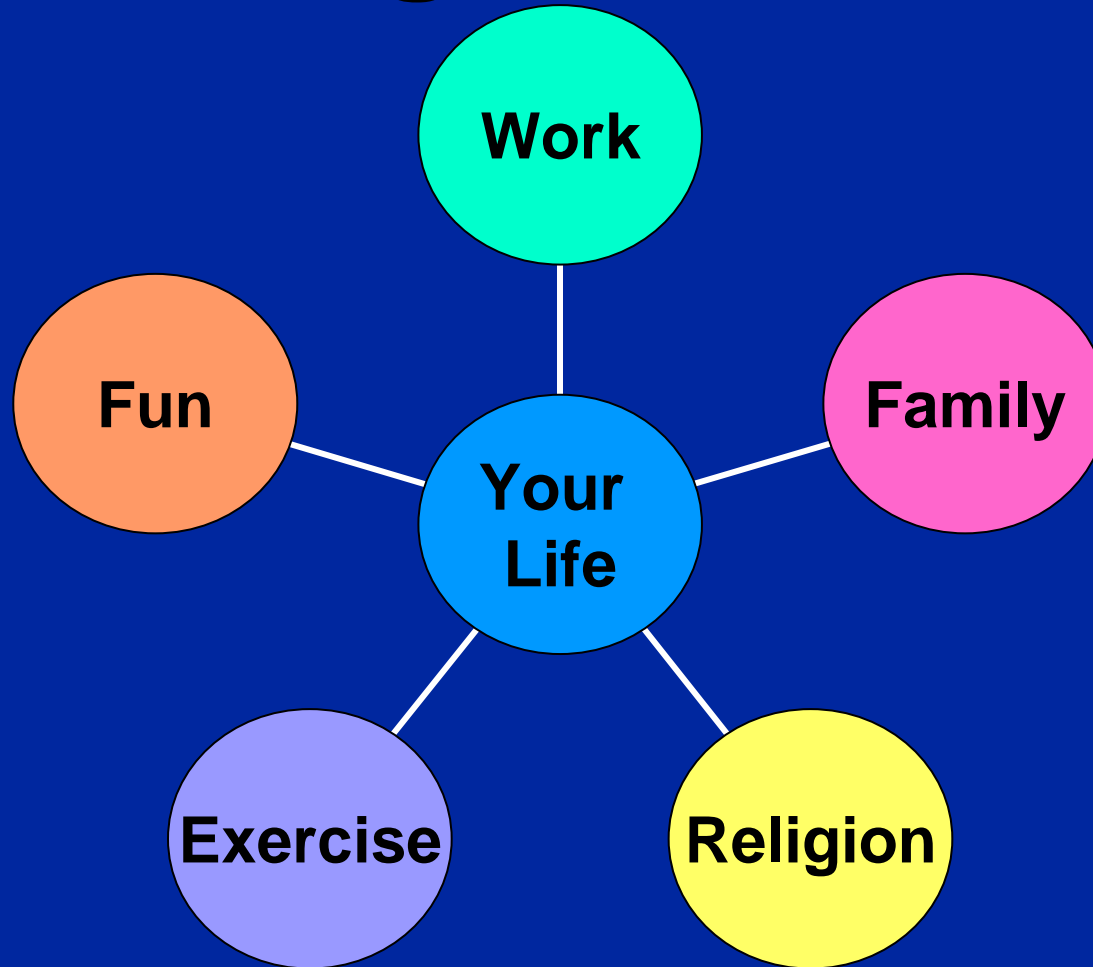
**Away Time**



# Dual Physician Marriages

- Challenging to both work full-time
  - Appts, M-F services
- Use this as bonus for both careers:
  - Collaborate clinically
  - Attend CME together
  - Share pearls of wisdom

# Prioritizing Your Activities



# **Simplify Life**

- **Cleaning lady**
- **Online bill paying**
- **Grocery delivery**
- **Lawn service**
- **Nanny vs Daycare center**

**Good luck!!!**

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