

## Case #1: Succeeding in a new leadership role

### Objectives:

- Apply networking principles to address current issues
- Create a plan to apply networking skills during and following this APPD meeting

### Additional themes to discuss:

- Pursuing new academic goals
- Managing limited allotted time

### Instructions:

Put yourself in the shoes of the faculty member described below. As a group, brainstorm answers to the questions below. Answer the questions from your own institutions' perspective.

### Case:

You are a junior faculty member with a 100% clinical FTE who has been asked to adopt an Associate Program Director role within the pediatrics residency training program. The position will provide 10% FTE allocation to education. You have set a goal of curriculum development be an area of focus for an eventual promotions consideration, but have no formal training in this area. You are concerned about developing expertise in your new role, meeting your personal development goal, and having adequate time to devote to your responsibilities.

1. Which personnel and resources at your own institution might help you get started in building a professional network in this area?
2. Which resources do you see as currently lacking at your institution?
3. What opportunities does the APPD meeting offer for learning about this role and making meaningful connections?
4. In this scenario, what limitations might you face in pursuing long-term relationships with your connections?
5. How could you plan ahead to overcome limitations?

## Case #2: Mid-career planning

### Objectives:

- Apply networking principles to address current issues
- Create a plan to apply networking skills during and following this APPD meeting

### Additional themes to discuss:

- Setting new academic goals
- Finding/establishing a collaborative research network

### Instructions:

Put yourself in the shoes of the faculty member described below. As a group, brainstorm answers to the questions below. Answer the questions from your own institutions' perspective.

### Case:

You consider yourself a successful clinician and teacher, currently at the rank of Associate Professor. After many years mentoring residents in continuity clinic, you have become interested in developing a study to evaluate the effectiveness of specific simulation-based training for residents on motivational interviewing for families refusing vaccines for their children. Over time you would like to study the training at multiple residency programs. You currently have no source of funding and have not yet conducted any research at your institution.

1. Which personnel and resources at your own institution might help you get started in building a professional network in this area?
2. Which resources do you see as currently lacking at your institution?
3. What opportunities does the APPD meeting offer for developing your ideas and making meaningful connections?
4. In addition to APPD, which organizations and meetings might offer opportunities to start making connections with potential collaborators?
5. In this scenario, what limitations might you face in pursuing long-term relationships with your connections?
6. How could you plan ahead to overcome limitations?

### Case #3: Developing faculty as educators

**Objectives:**

- Apply networking principles to address current issues
- Create a plan to apply networking skills during and following this APPD meeting

**Additional themes to discuss:**

- Promoting teaching among primarily clinical faculty
- Managing limited allotted time

**Instructions:**

Put yourself in the shoes of the faculty member described below. As a group, brainstorm answers to the questions below. In this case, try to imagine how the institution described might be similar to or different from your own institution.

**Case:**

You are Program Director at your pediatrics residency training program. The hospital is a community-based hospital and the majority of faculty have 100% clinical appointments and there is not a direct academic affiliation with the institution. At a recent rotation directors meeting, you received feedback that some faculty members feel that they are more efficient clinically when they do not have a resident on their service, and they expressed concerns that there is not a mechanism for recognizing teaching efforts. You would like to develop strategies for helping the teaching faculty better integrate resident learners into their practices while maintaining the desired level of clinical productivity. You envision building a new Faculty Development program in education for your institution.

1. Which personnel and resources could you seek locally to start building a professional network to share and develop ideas to address this challenge?
2. What opportunities does the APPD meeting offer for developing your ideas and making meaningful connections?
3. What limitations might you face in pursuing long-term relationships with your connections?
4. How could you plan ahead to overcome limitations?

## Case #4: Networking for introverts

### Objectives:

- Apply networking principles to address current issues
- Create a plan to apply networking skills during and following this APPD meeting

### Additional themes to discuss:

- Making initial connections
- Building a network with national experts

### Instructions:

Put yourself in the shoes of the faculty member described below. As a group, brainstorm answers to the questions below. Answer the questions from your own institutions' perspective.

### Case:

You are a junior faculty member who became a fellowship program director 1 year ago. You have developed a passion for improving assessments and evaluations in your program. You have a goal to be involved in advances in GME assessment and you hope to meet and establish an academic relationship with some of the nationally recognized assessment experts at this APPD meeting. As someone who has introverted personality tendencies, you know you usually prefer to observe rather than immediately engage at large events like conferences. You are a bit anxious to introduce yourself to these experts but are determined to leave this meeting with a few new professional connections.

1. How can you prepare ahead of time to be successful in making new professional network relationships at APPD conference that will be meaningful to your long-term career development?
2. In this scenario, what limitations might you face in pursuing long-term relationships with your connections?
3. How could you plan ahead to overcome limitations?

## Case #5: Managing time as junior faculty

### Objectives:

- Apply networking principles to address current issues
- Create a plan to apply networking skills during and following this APPD meeting

### Additional themes to discuss:

- Balancing clinical, educational, scholarly, administrative priorities
- Maintaining a promotion plan

### Instructions:

Put yourself in the shoes of the faculty member described below. As a group, brainstorm answers to the questions below. Answer the questions from your own institutions' perspective.

### Case:

You are an Assistant Professor and a residency program APD who will be expected to submit for promotion to Associate Professor in 3 years. The focus of your non-clinical time is medical education. It seems that much that protected time is spent on the administrative duties of the APD role. You enjoy teaching and you are often asked to teach about your clinical subspecialty to various groups of learners locally. Your division head mentioned at your last annual review that you need to publish more peer-reviewed work in the next 2 years in order to meet your institution's expectations for promotion. Your program director recently asked you to newly be in charge of resident recruitment, which will add an additional 5 hours weekly over the next 6 months. You are interested in developing a novel faculty development program to improve clinical teaching, but this is not a top priority for the residency program and you have struggled to find a local mentor who can help you develop these ideas. You are unsure how to best manage these competing responsibilities to be ready for promotion.

1. Which personnel and resources at your own institution might help you get started in building a professional network in this area?
2. Which resources do you see as currently lacking at your institution?
3. What opportunities does the APPD meeting offer for learning about this role and making meaningful connections?
4. In this scenario, what limitations might you face in pursuing long-term relationships with your connections?
5. How could you plan ahead to overcome limitations?