



# Just Say *YES!*



## ...and don't take no for an answer!

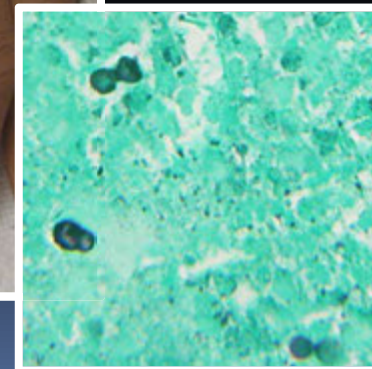
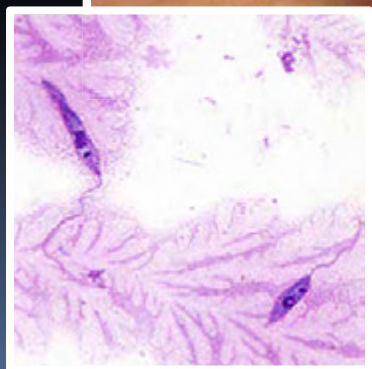
### SPR Young Investigator Coaching Program

Stephanie A. Fritz, MD, MSCI

Associate Professor of Pediatrics

April 27, 2019

# What I Do.... Patient Care

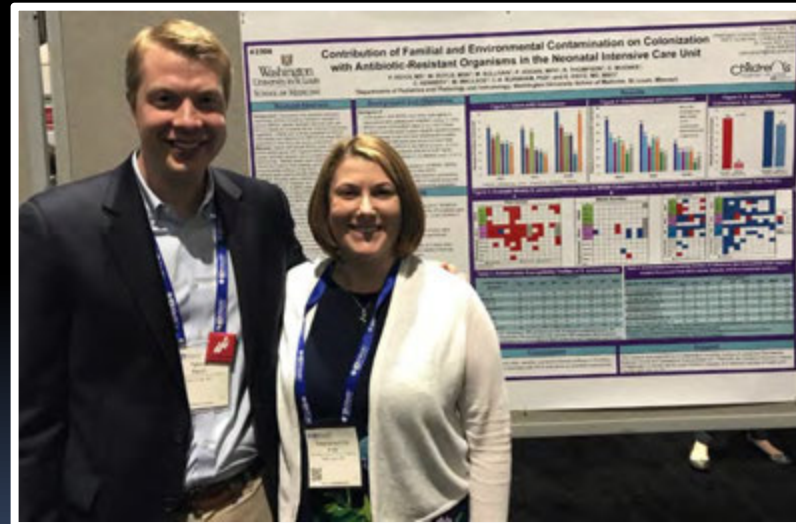
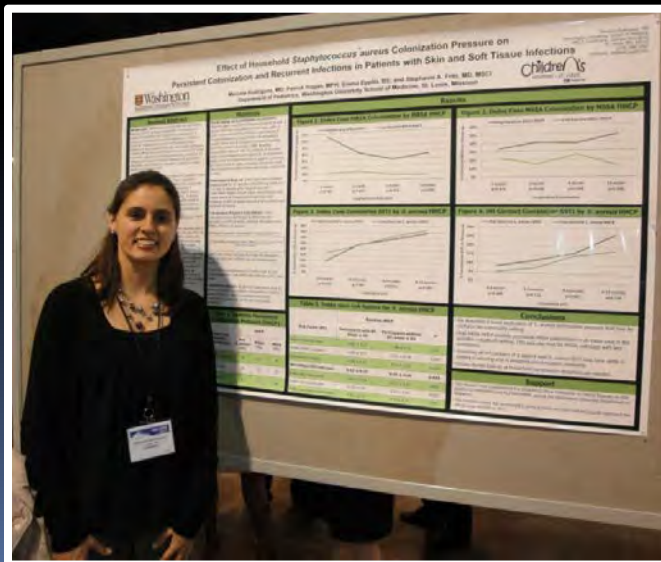




# What I Do....



## RESEARCH



## MENTORING & TEACHING



# The Path to Success



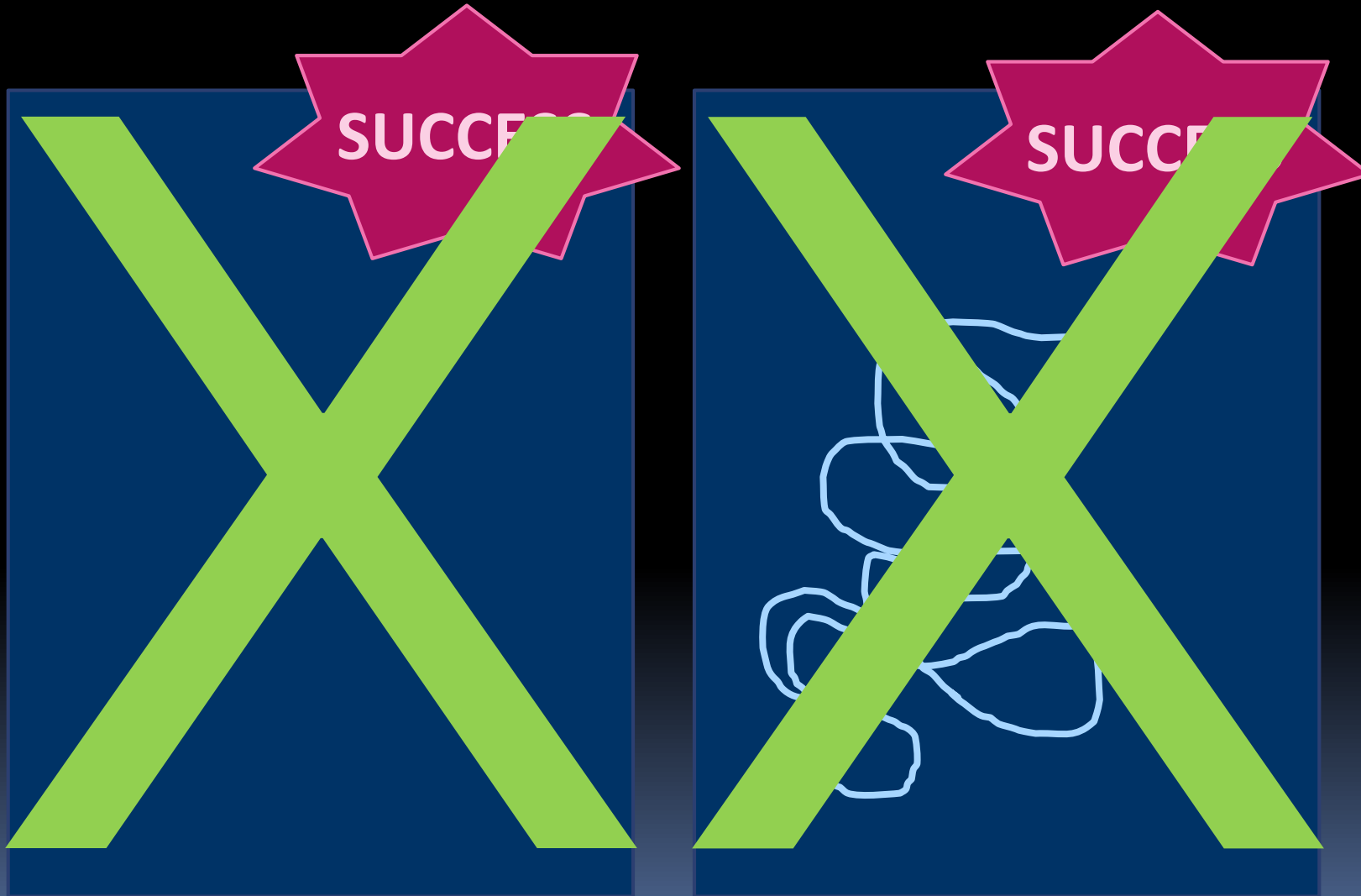
# The Path to Success



# The Path to Success



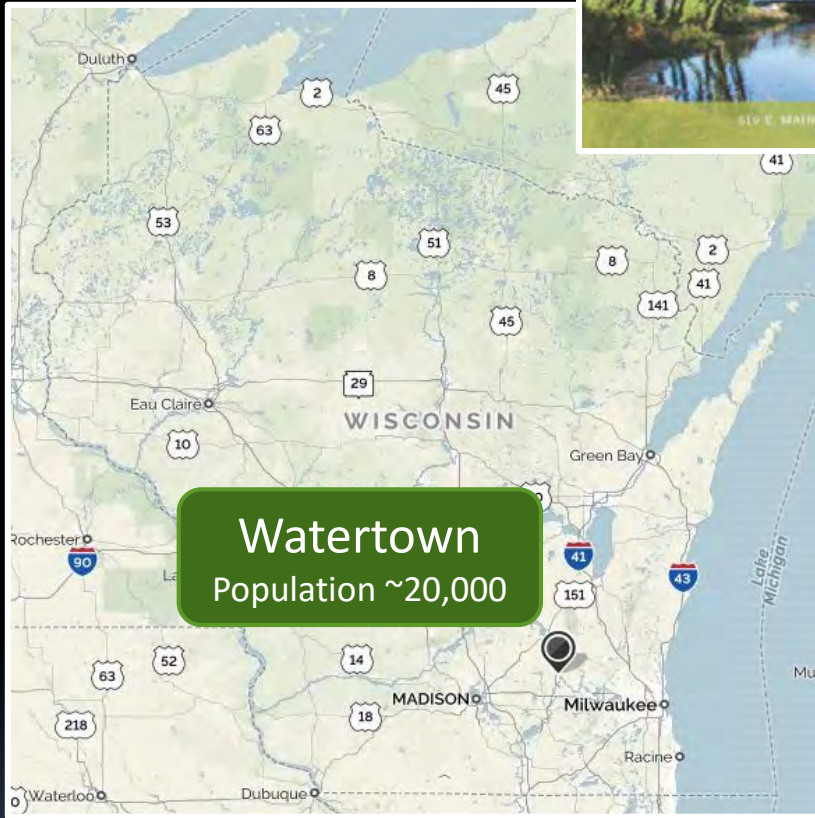
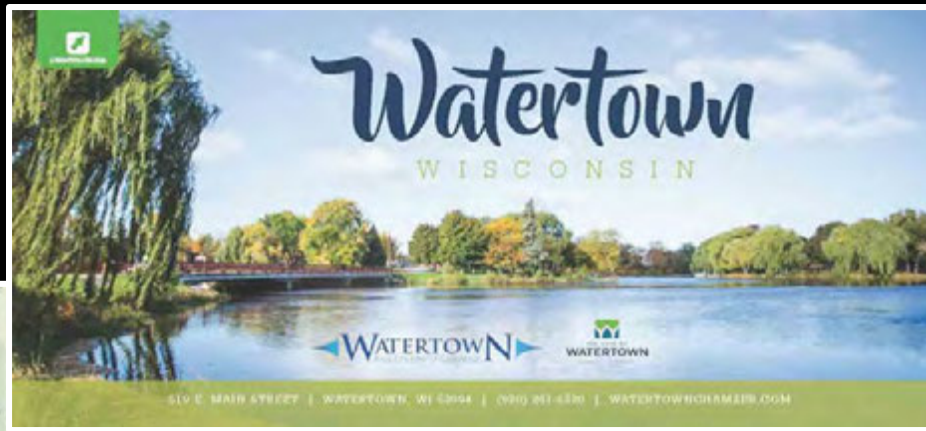
# The Path to Success



# The Path to Success







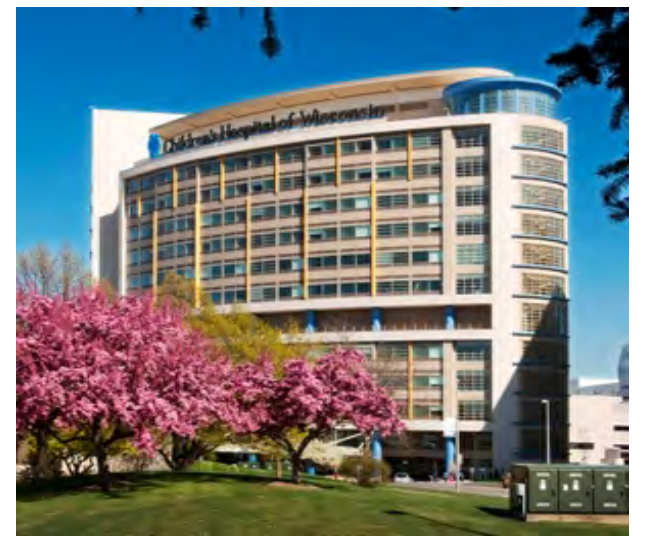




THE UNIVERSITY  
*of*  
**WISCONSIN**  
MADISON







**2004-2005**  
Clinical  
fellow

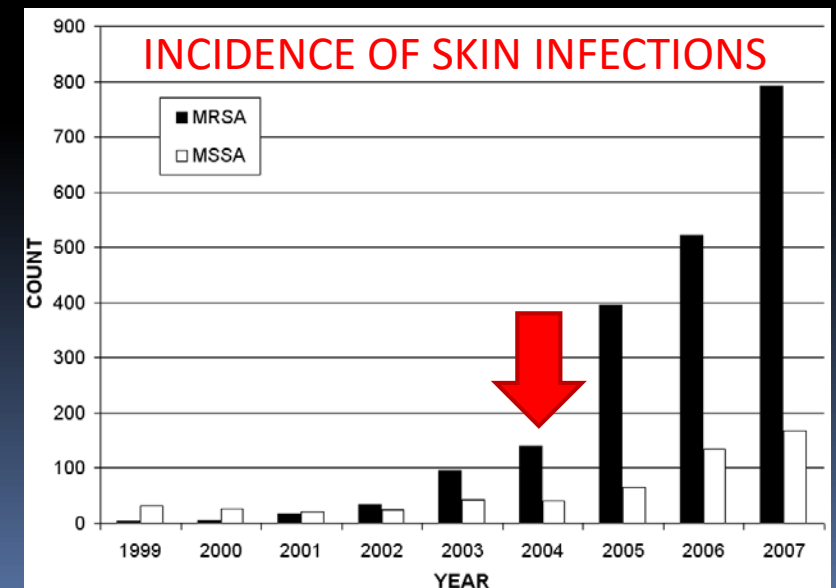


- Postdoctoral  
Mentored Training  
Program in Clinical  
Investigation
  - Master of Science in  
Clinical Investigation

Identified  
mentor  
and  
research  
question

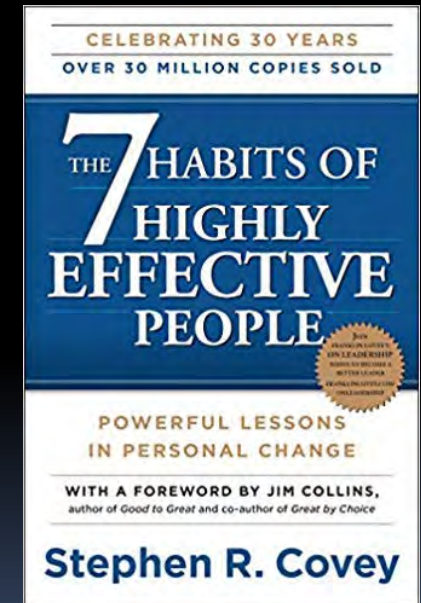


# Your Research Question



# Career Development Plan

- Important to know what success is to you, and to your institution
- 5, 10, 15 year goals
- How you want to be spending your time
  - Research
  - Patient care
  - Education
  - Administration
  - Consulting



# Assembling Your Mentoring Team

- Mentor
  - Scholarly and research advisor
  - Regular meetings to provide feedback
    - Research projects
    - Manuscripts
    - Funding applications
    - Career timeline
- Coach
  - Methodologic expertise
  - Helps you develop a specific skill
  - Advises you on a focused topic
- Sponsor
  - Provides you with opportunities for career enhancement
  - Promotes your visibility
    - Recommending you for national panel or scientific meeting
    - Nominating you for a prestigious award

# The Bionic Mentor

## RESEARCH MENTOR

- Virology
- Molecular Diagnostics
- Emerging Infectious Diseases



## COACH

- Community Health
- Healthcare Delivery in Ambulatory Settings
- Director of Practice-Based Research Network



## SCHOLARLY & RESEARCH MENTOR

- Sickle Cell Disease
- Stroke
- Randomized Clinical Trials



## COACH

- Community Engaged Research
- Health Disparities
- Social and Environmental Influences on Health





# Sponsor Superstars



# Peer Mentoring and Networks



2004 2005 2006 2007 2008

Clinical  
fellow

Research  
fellow

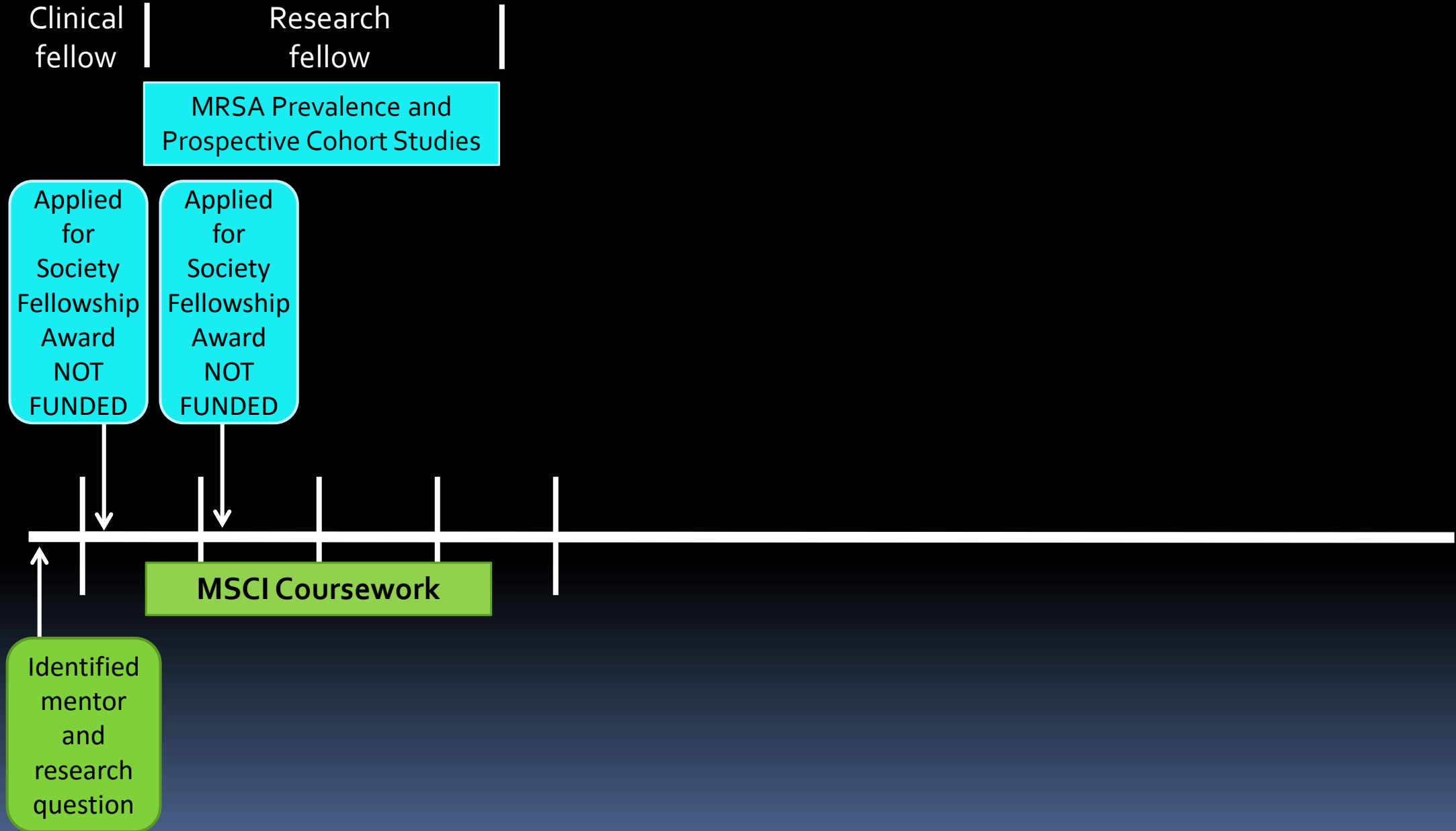
MRSA Prevalence and  
Prospective Cohort Studies

Applied  
for  
Society  
Fellowship  
Award  
NOT  
FUNDED

Applied  
for  
Society  
Fellowship  
Award  
NOT  
FUNDED

MSCI Coursework

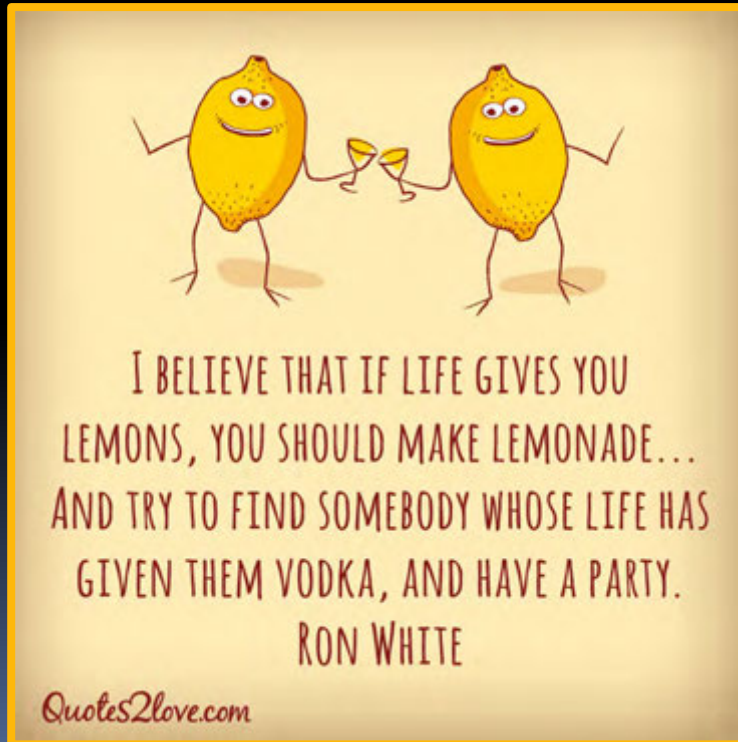
Identified  
mentor  
and  
research  
question



# Resilience

- “It is impossible to live without failing at something, unless you live so cautiously that you might as well not have lived at all, in which case you have failed by default.”

- J.K. Rowling





# Resilience: Gratitude

Journal of Personality and Social Psychology  
2003, Vol. 84, No. 2, 377–389

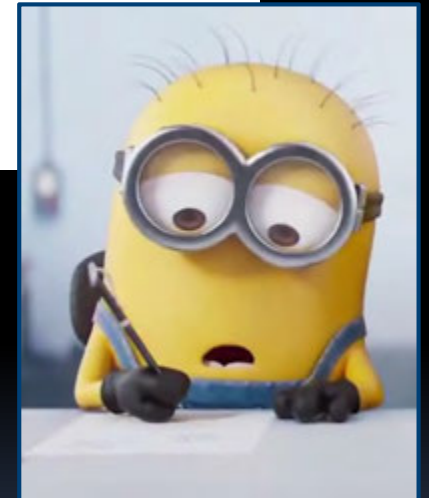
Copyright 2003 by the American Psychological Association, Inc.  
0022-3514/03/\$12.00 DOI: 10.1037/0022-3514.84.2.377

## Counting Blessings Versus Burdens: An Experimental Investigation of Gratitude and Subjective Well-Being in Daily Life

Robert A. Emmons  
University of California, Davis

Michael E. McCullough  
University of Miami

- Participants journaling gratitude
  - Heightened well-being (felt better about life as a whole)
  - More optimistic
  - Fewer physical complaints
- GOOD VIBES



2004 2005 2006 2007 2008 2009 2010 2011

Clinical  
fellow

Research  
fellow

Instructor

MRSA Prevalence and  
Prospective Cohort Studies

Outpatient  
Decolonization Trials



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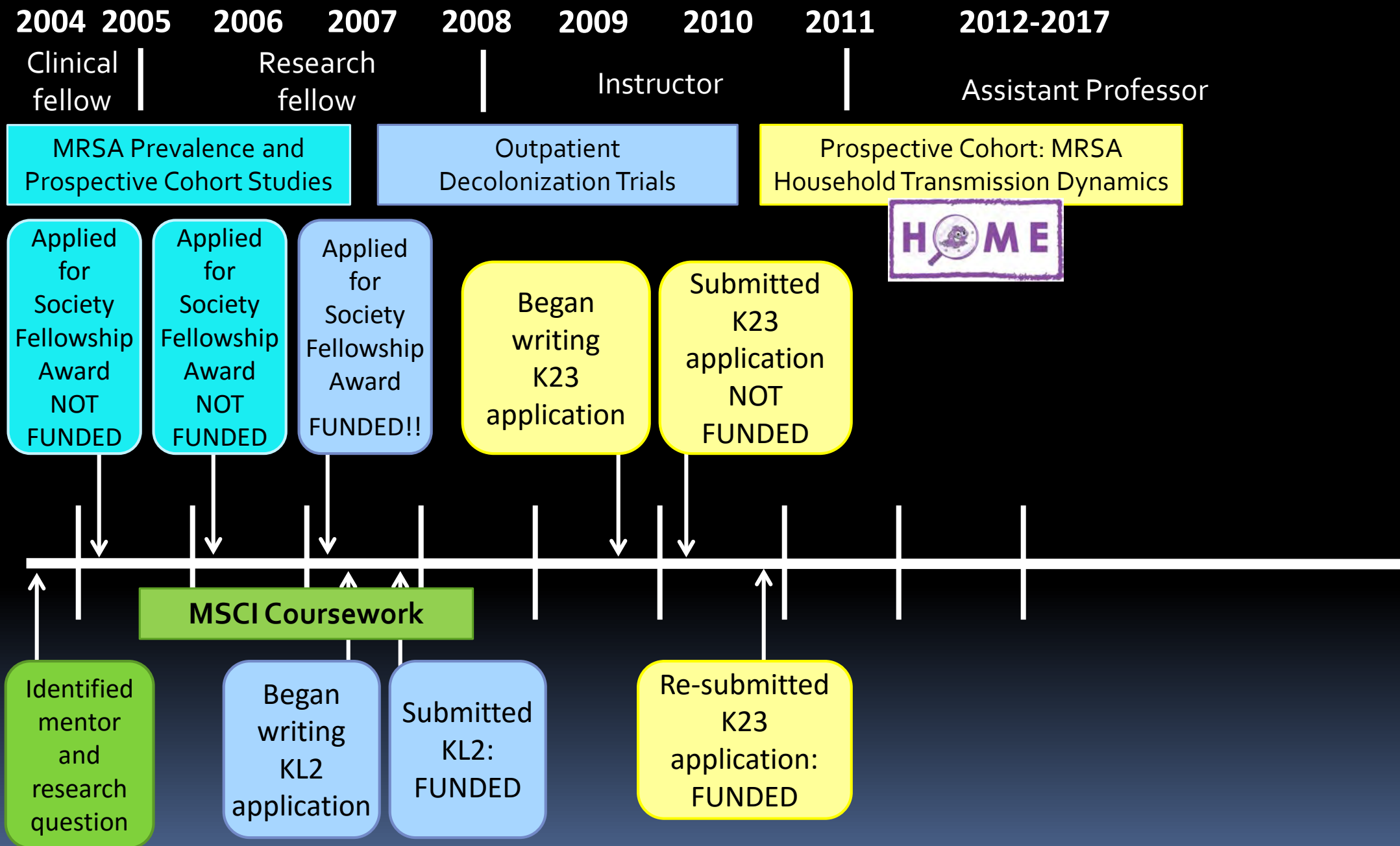
Applied  
for  
Society  
Fellowship  
Award  
FUNDED!!

MSCI Coursework

Identified  
mentor  
and  
research  
question

Began  
writing  
KL2  
application

Submitted  
KL2:  
FUNDED

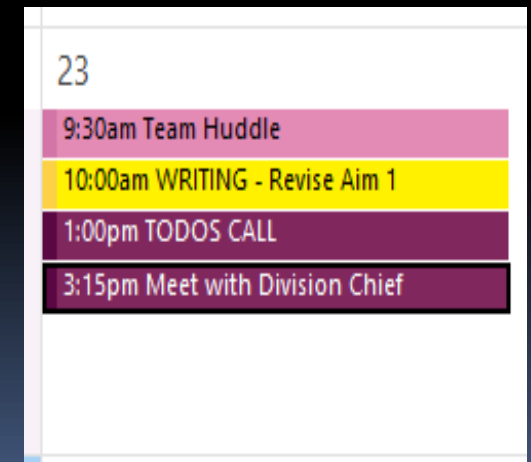


# Writing Productivity

- Write regularly
- Block off time for writing
  - “Self appointments” on your calendar
    - Specify what you will work on
- Write during your most productive time of day (morning)
  - Do some writing before you look at email
  - Set out work the night before so you see it as soon as you walk into your office
- Go somewhere inspiring for you



Susan Johnson, MD







MISSOURI  
BOTANICAL  
GARDEN



# Writing Productivity

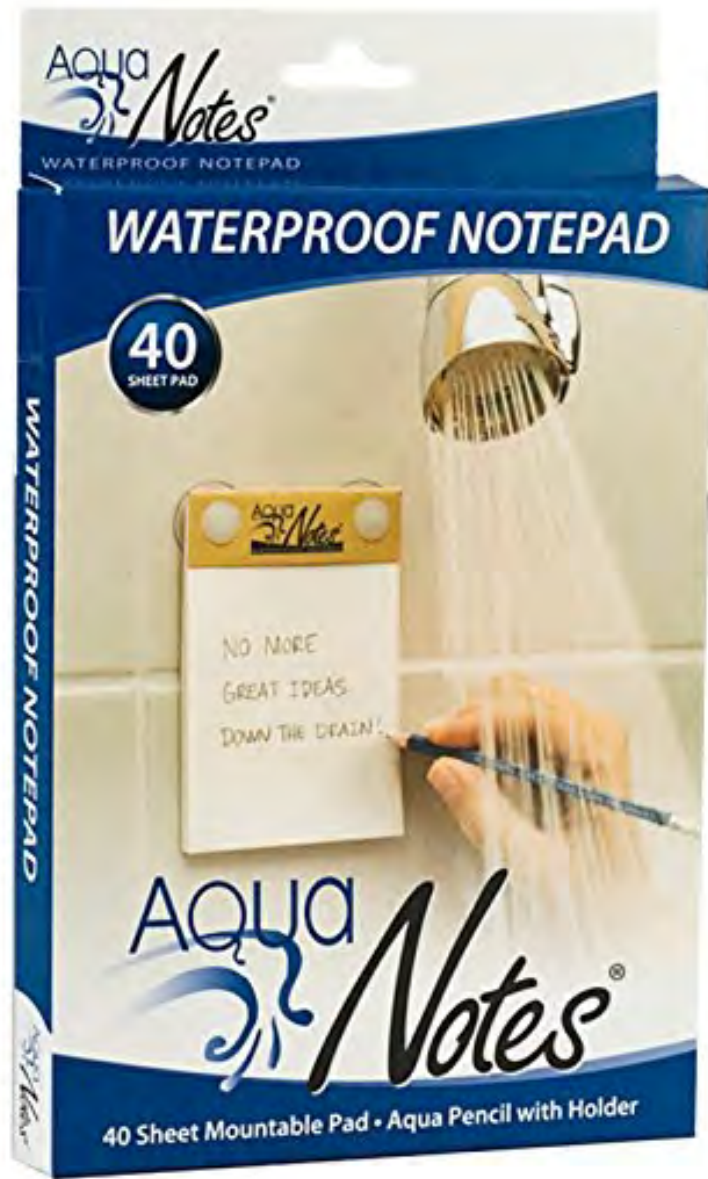
**WRITING IN PROGRESS  
PLEASE DO NOT DISTURB**

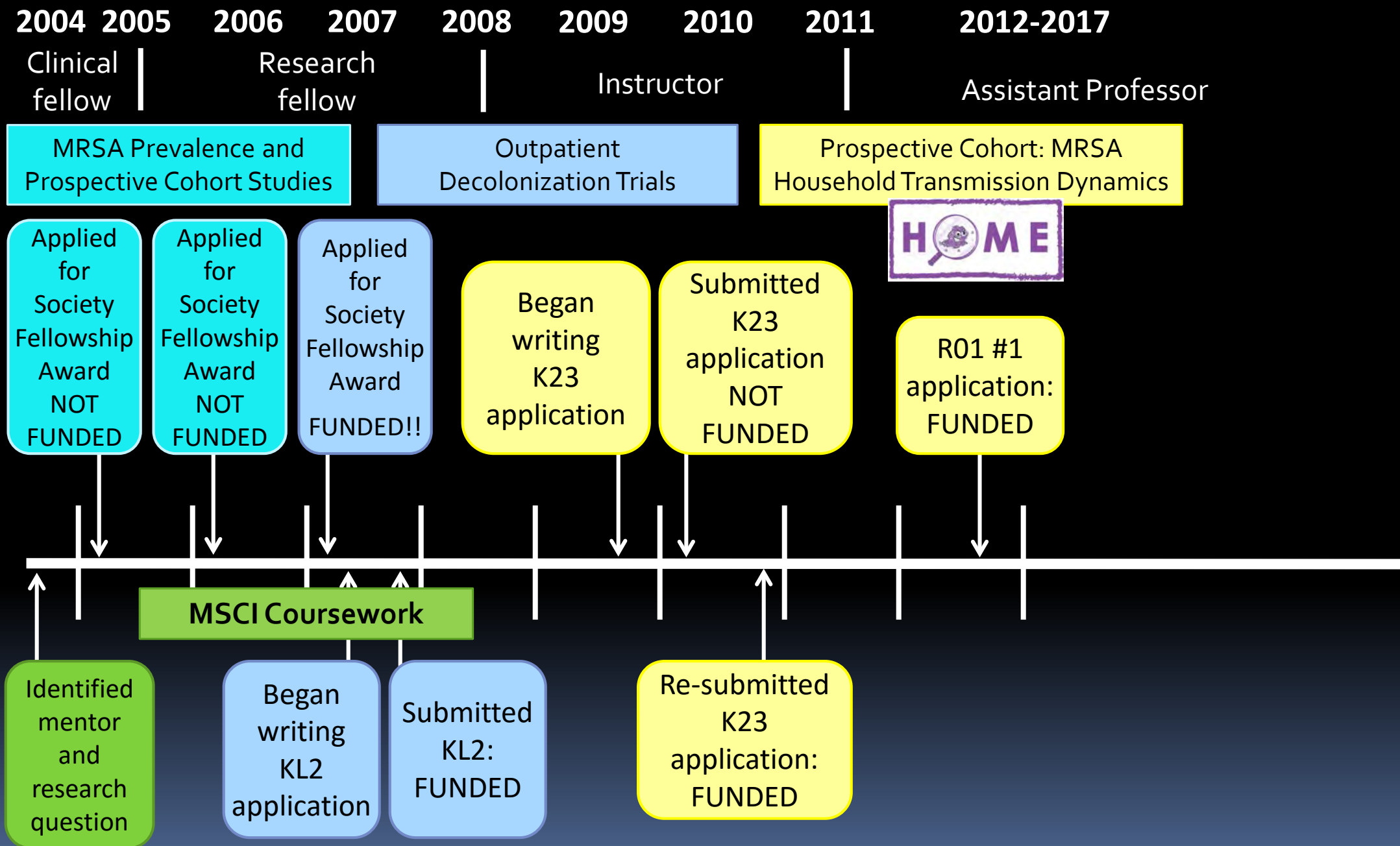
UNLESS:

- 1) The building is on fire
- 2) You are my boss

I will be available for questions over lunch time.

Thank you for your consideration!! 😊





# Work-Life Balance/Integration





# Balance

“Yes, you CAN do it all – just not at the same time!”  
– Beth Caldwell



Amazon: \$13

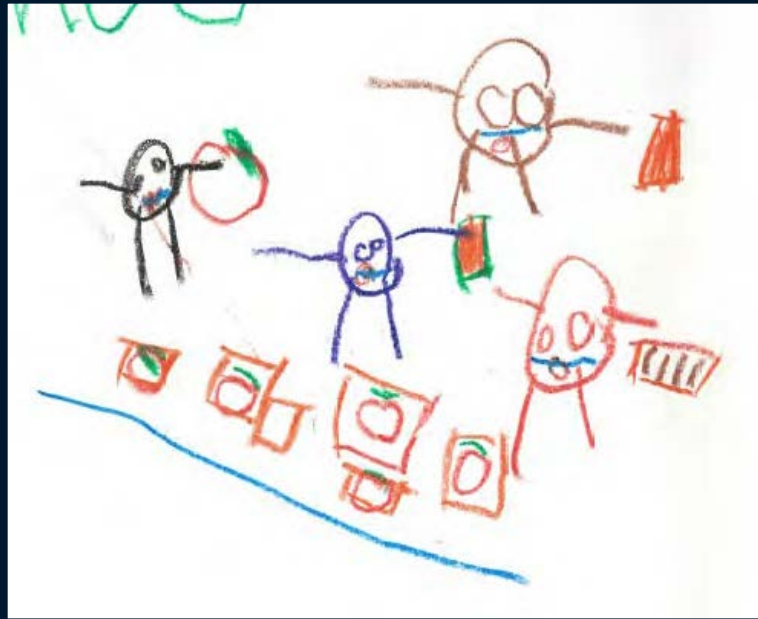
# Balance



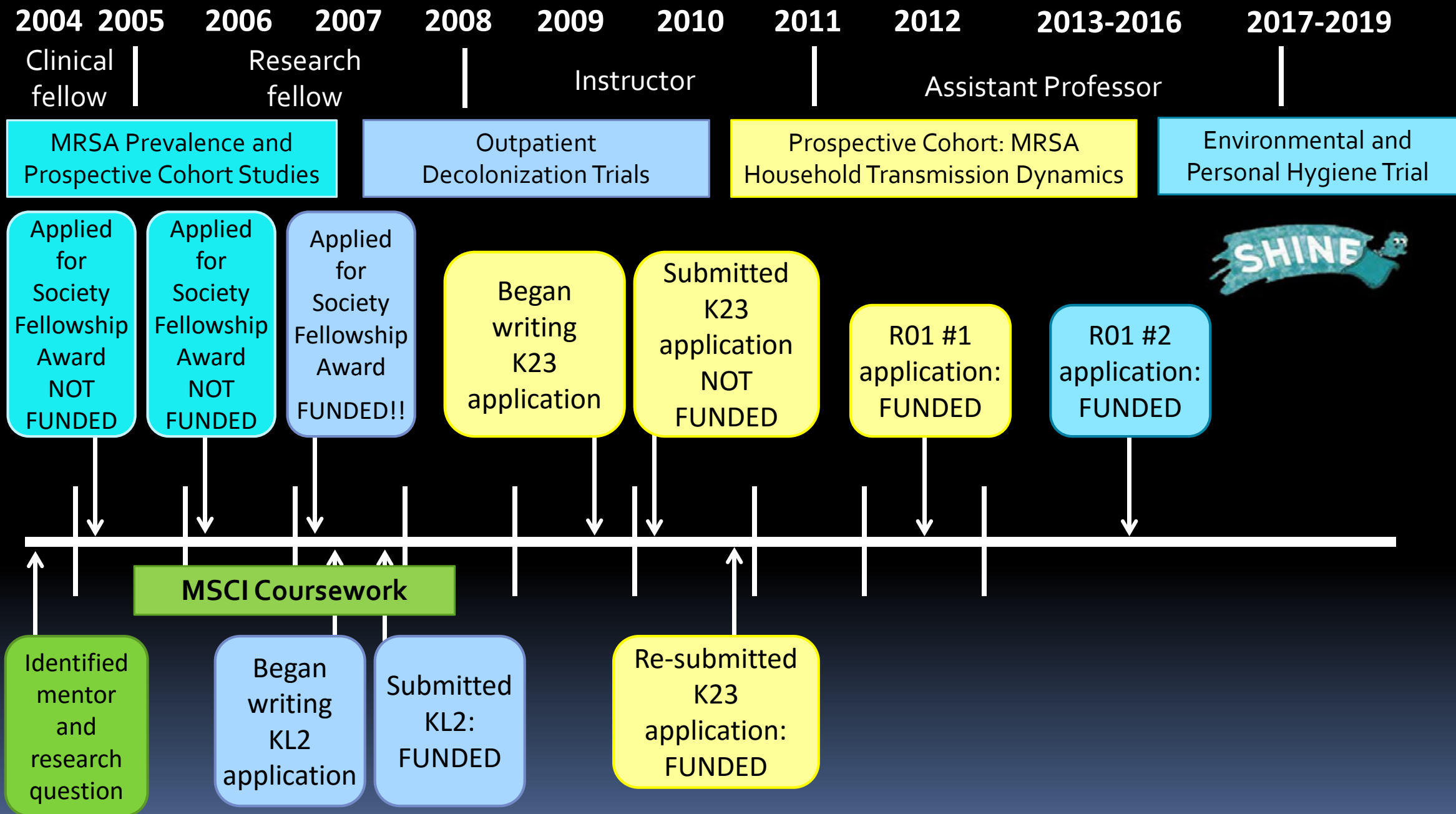


BE PRESENT!! BE ENGAGED!!









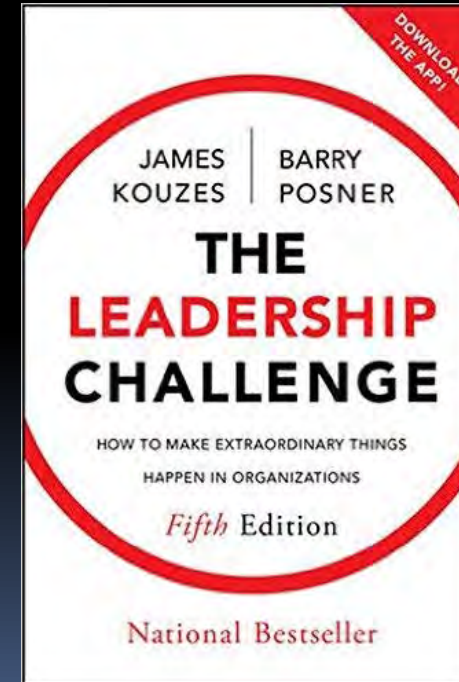


# BUILDING AND LEADING YOUR RESEARCH TEAM



# Building Your Research Team

- Hiring the right person is an INVESTMENT!!!!!!!
- Selecting the right person
  - Intelligence & past success
  - Fit your team's culture
  - You can provide the experience

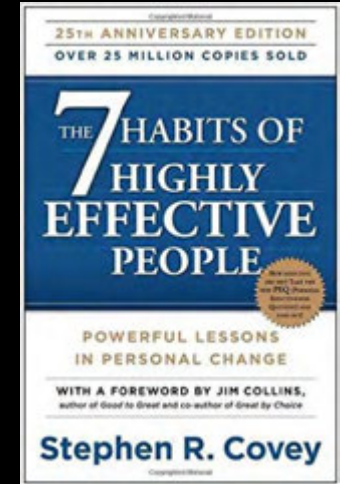


# Thorough Orientation is an Investment

- **SET CLEAR EXPECTATIONS**

- Hours, attire, explicit job duties/responsibilities
- Good record keeping and attention to detail
- Accountability
- Ask for help
  - After a reasonable amount of thought/problem solving/investigation
- Personal phone calls/e-mail/social networking
- Goals and Deadlines

- “Welcome to the Lab” binder



# Leading Your Research Team

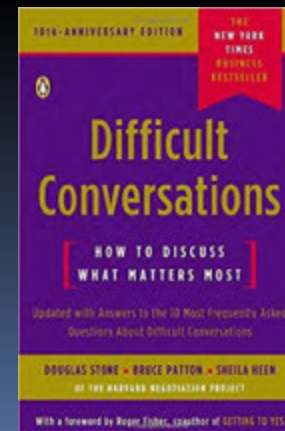
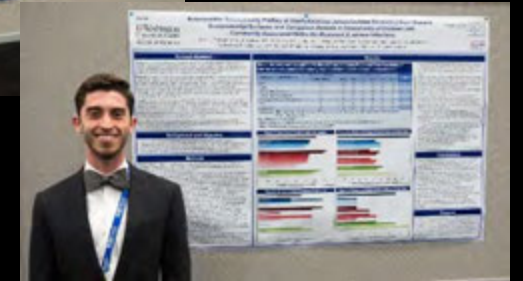
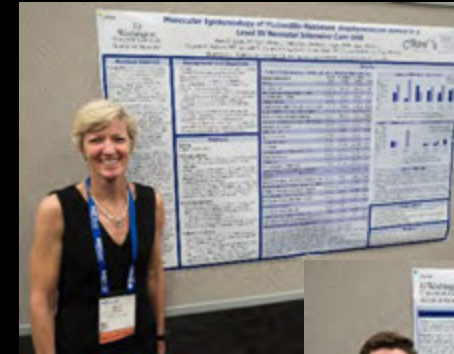
- Role Model
- Develop and retain your key people
  - Be present and available
  - Encourage them to expand skill set
- Regular meetings
  - Entire team
  - Individuals
- Help them see the importance of the big picture and be open to their ideas

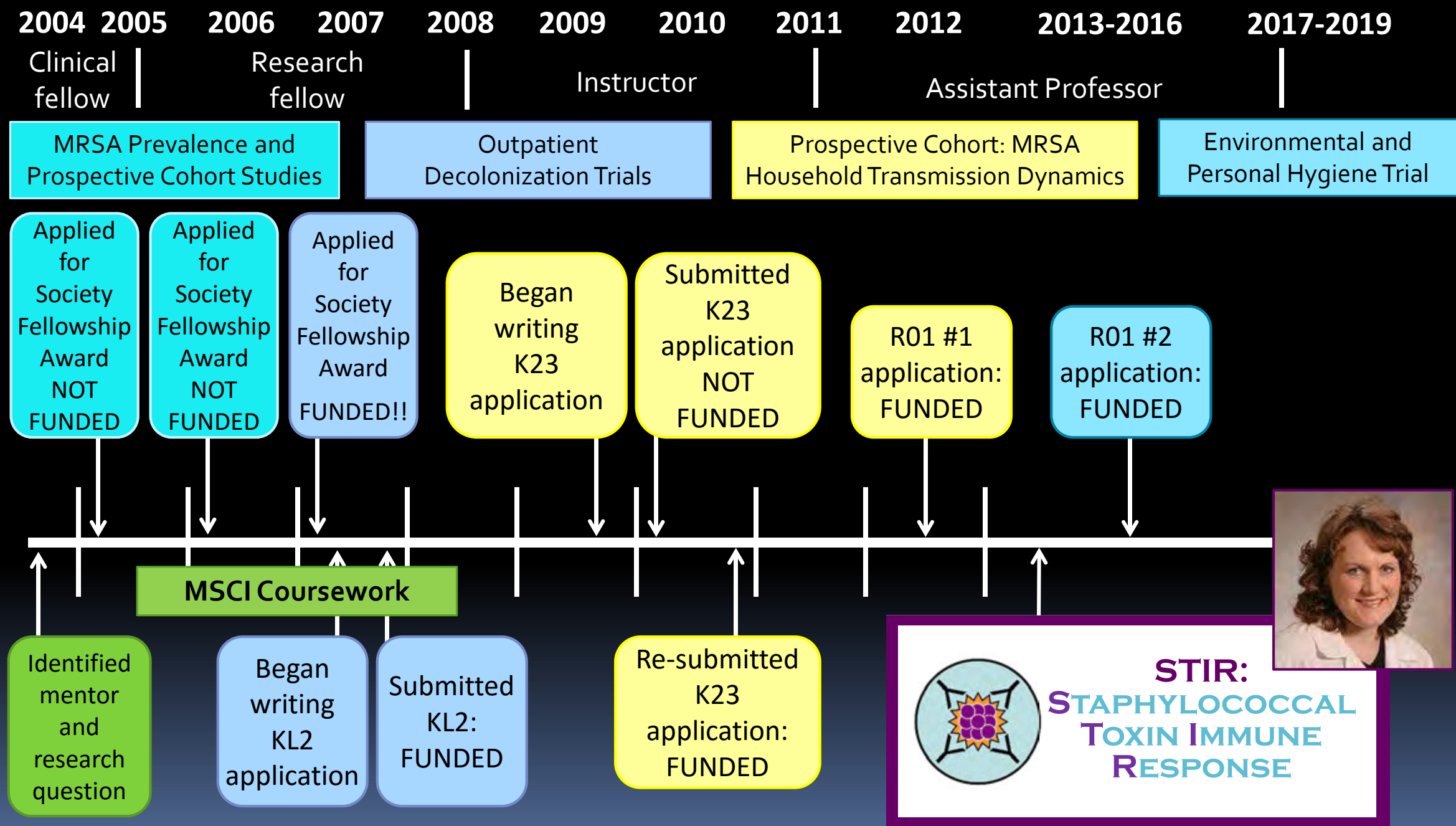


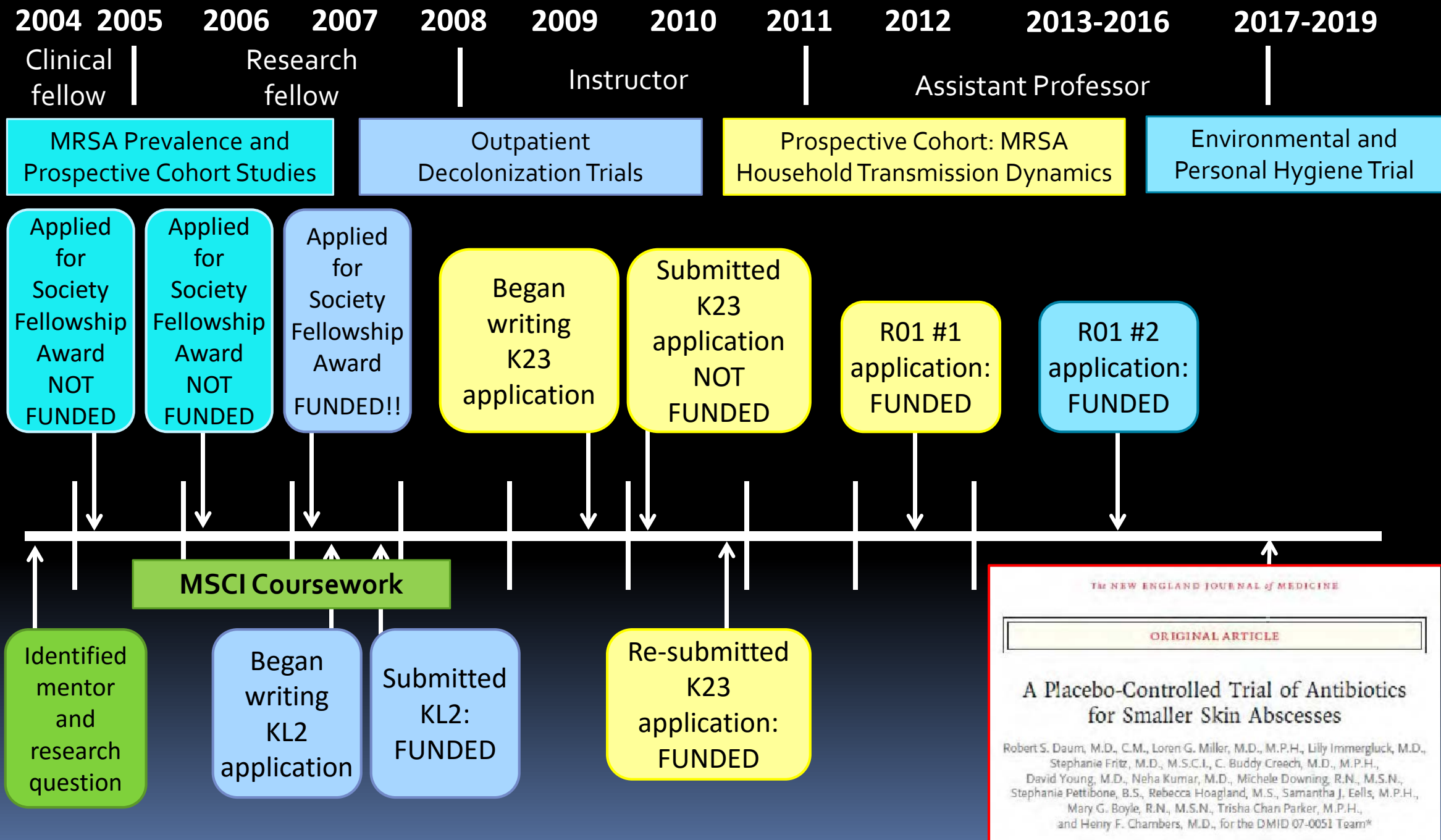


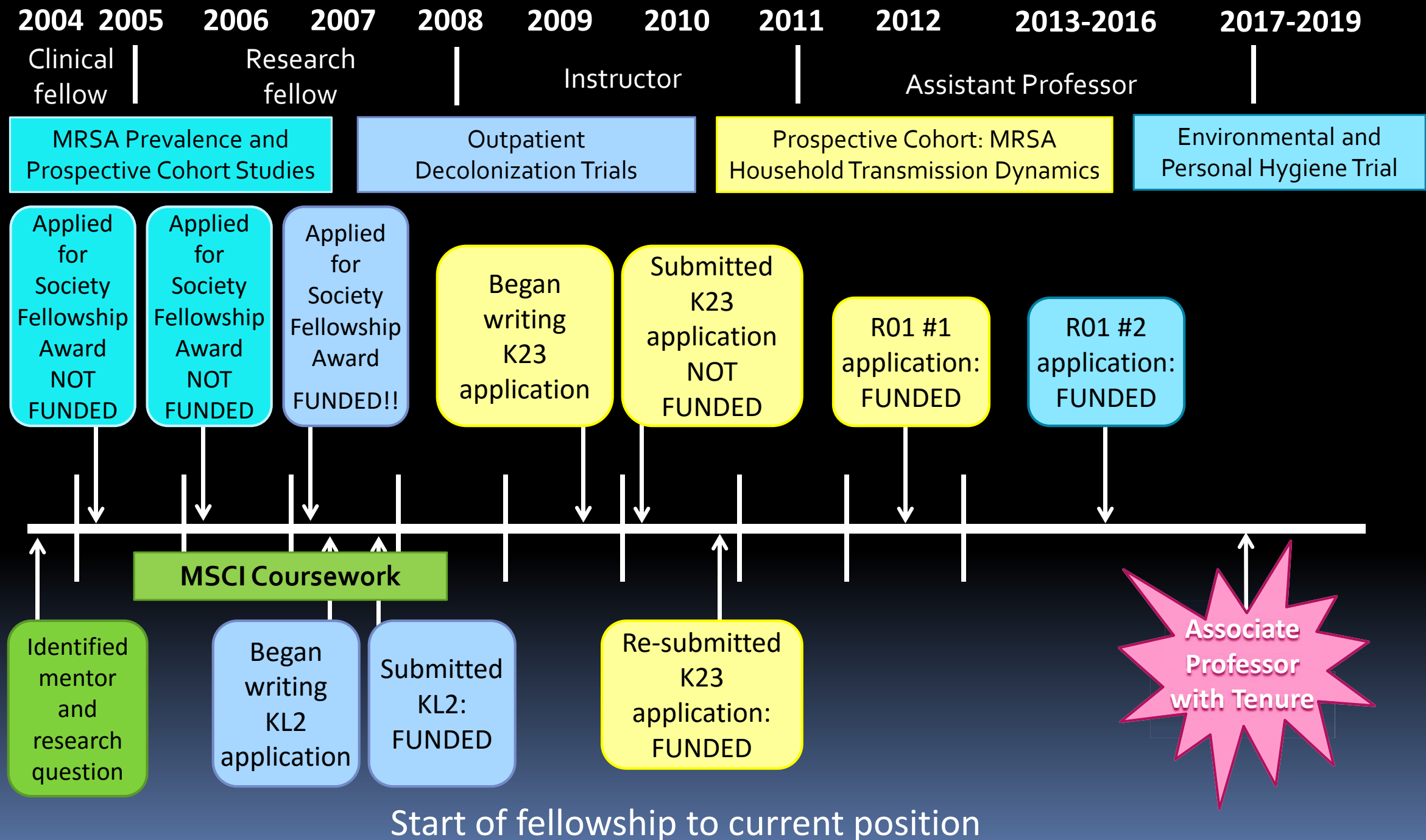
# Leading Your Research Team

- Foster team spirit
  - Team building activities
- Rewards and recognition
- Delegate
  - Train well and empower them to do their job independently
- Provide feedback and performance assessments
- Provide ongoing training
  - Review expectations
  - Monitor procedural drift













# Pearls

- Pursue your passion
- Watch and listen to successful people
- Be committed to finish what you start
- Focus, focus, focus
  - Be open to new opportunities
- Celebrate successes, learn from disappointments
- Persevere

