



Just Say YES!



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

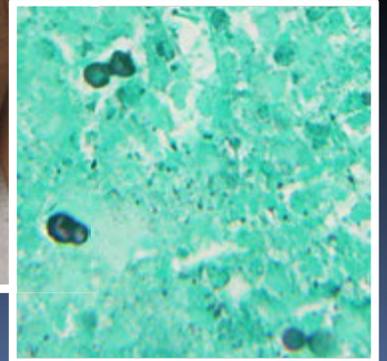
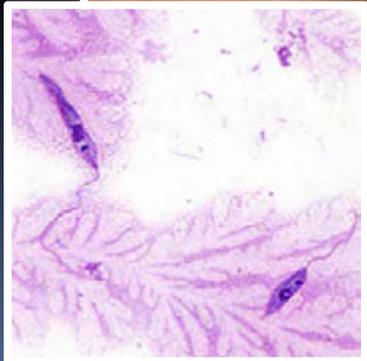
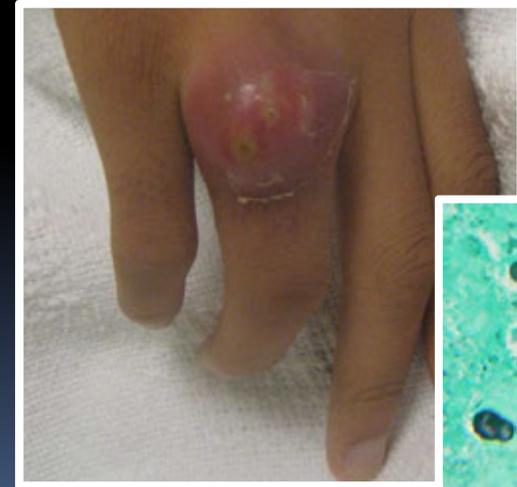
SPR Young Investigator Coaching Program

Stephanie A. Fritz, MD, MSCI

Associate Professor of Pediatrics

April 27, 2019

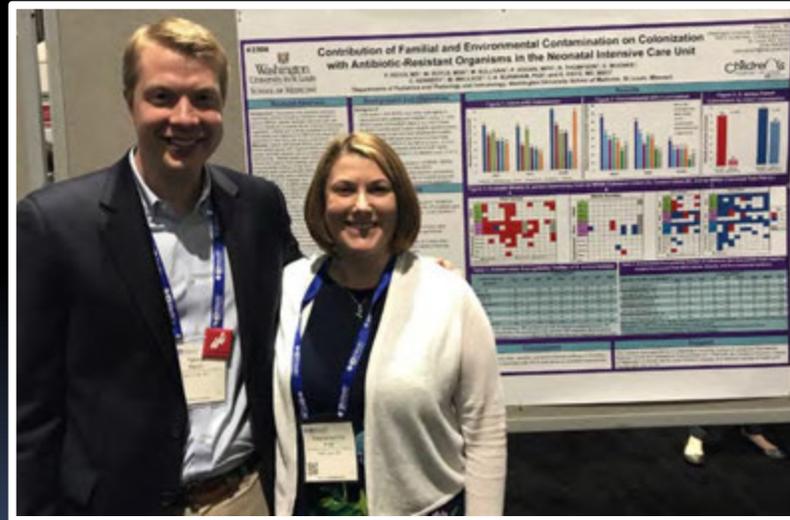
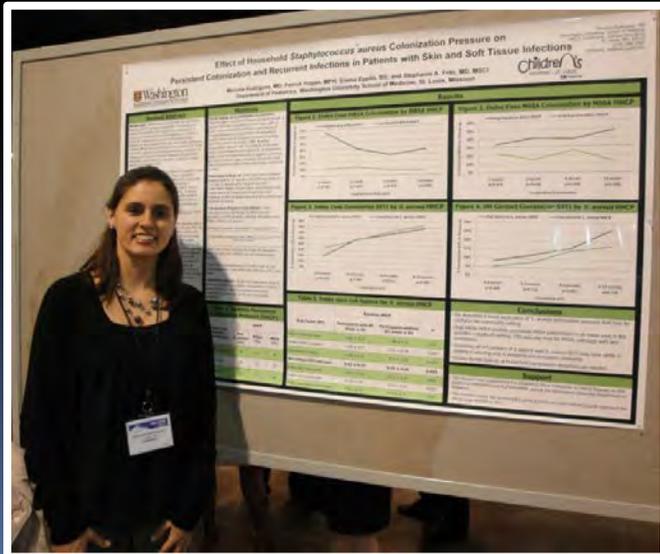
What I Do.... Patient Care



What I Do...



RESEARCH



MENTORING & TEACHING



The Path to Success



The Path to Success



The Path to Success

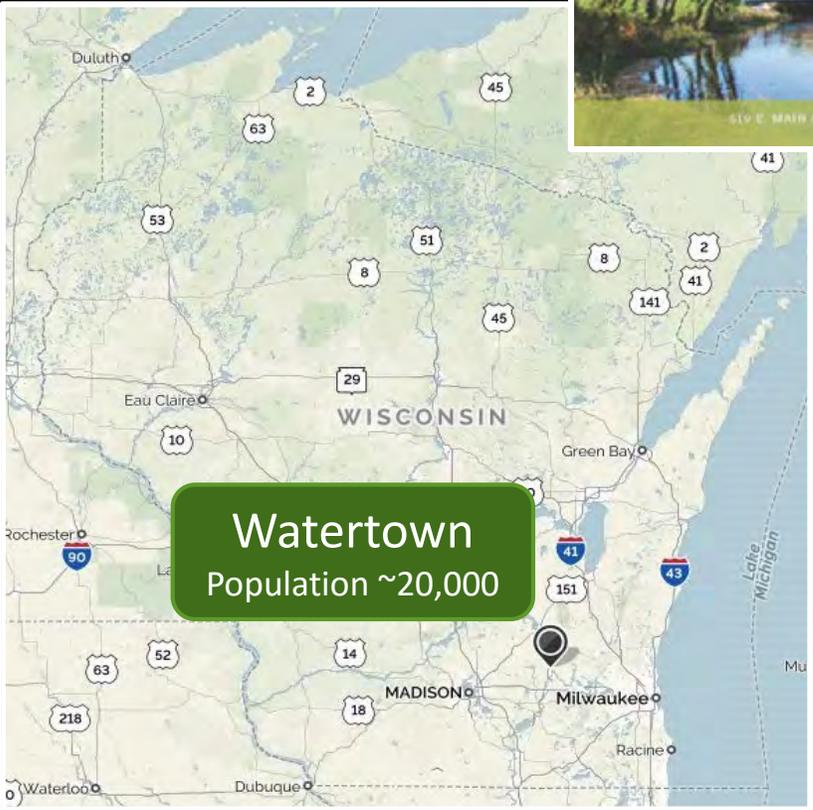
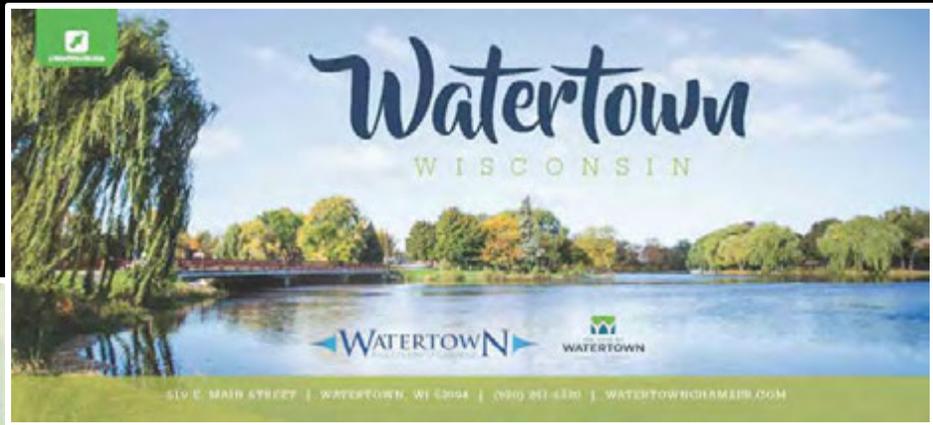


The Path to Success



The Path to Success







THE UNIVERSITY
of
WISCONSIN
MADISON






**MEDICAL
 COLLEGE
 OF WISCONSIN**

 **Children's Hospital
 of Wisconsin®**



2004-2005
Clinical
fellow



Children's
HOSPITAL • ST. LOUIS
BHC HealthCare



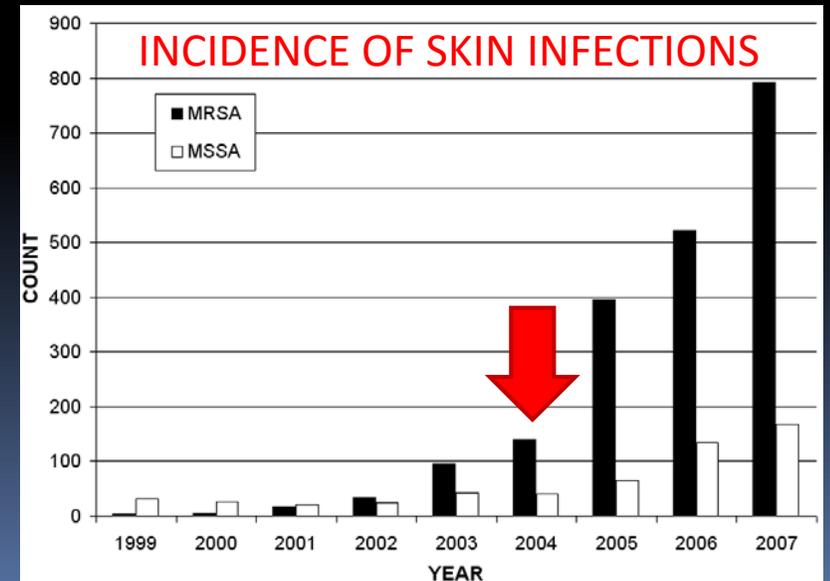
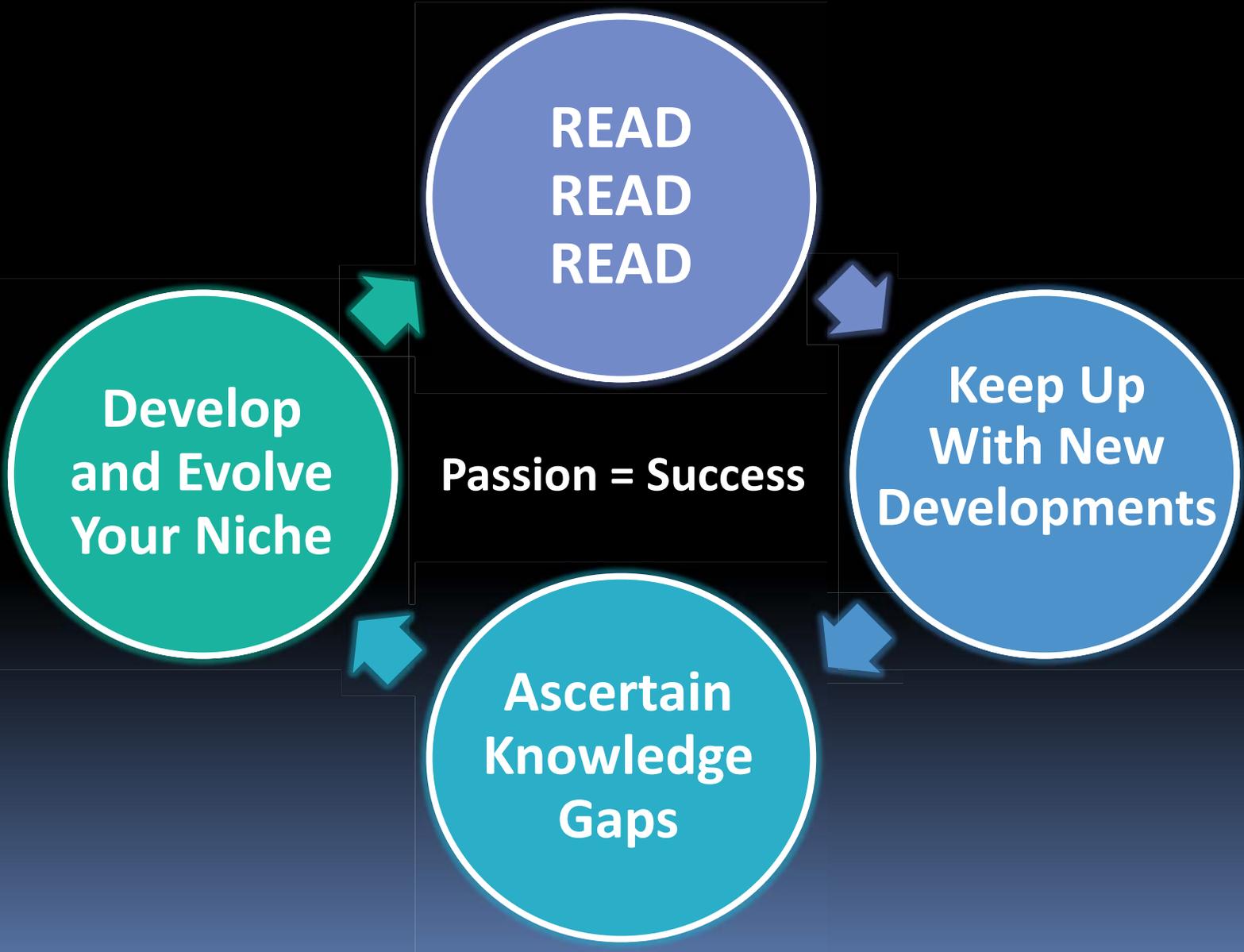

Washington
University in St. Louis
SCHOOL OF MEDICINE



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

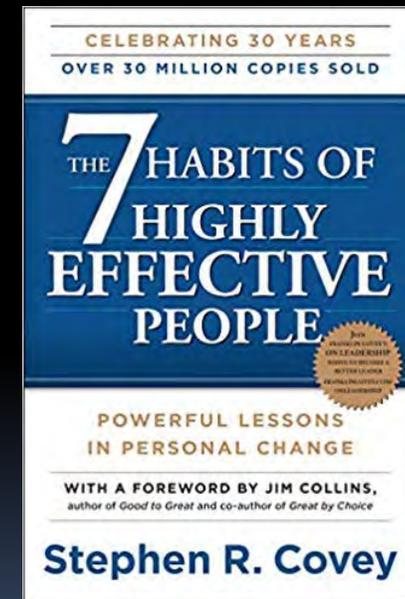
Identified
mentor
and
research
question

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
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Fellowship
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MSCI Coursework

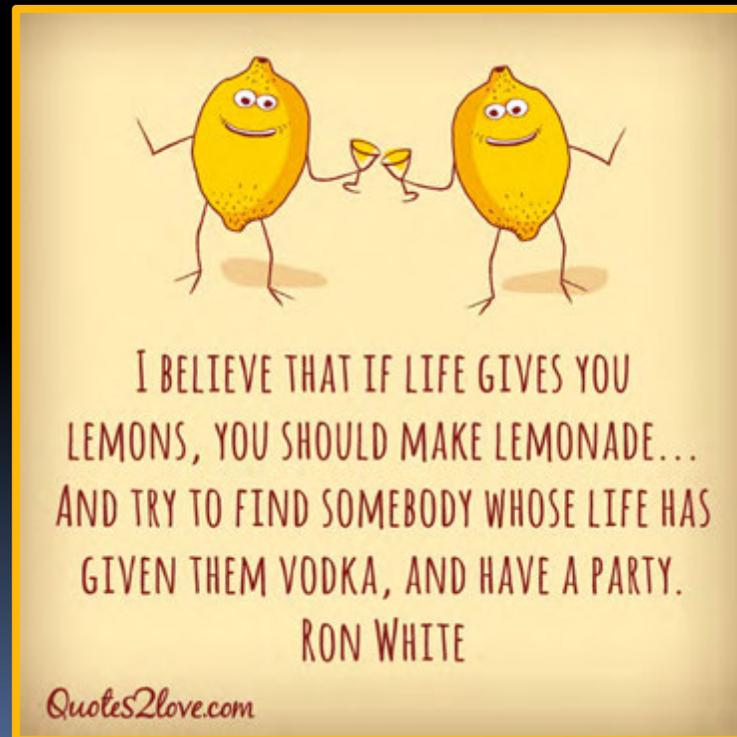
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Resilience

- “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

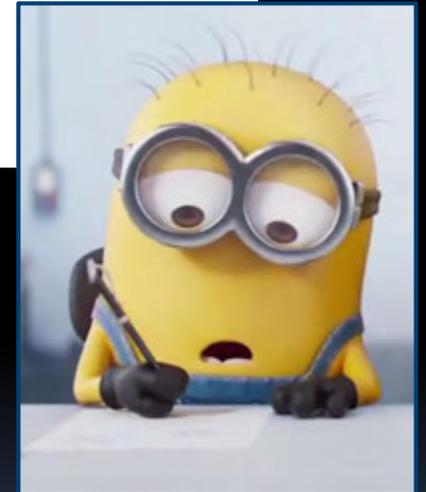
Copyright 2003 by the American Psychological Association, Inc.
0022-3514/03/\$12.00 DOI: 10.1037/0022-3514.84.2.377

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

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Instructor

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Outpatient Decolonization Trials



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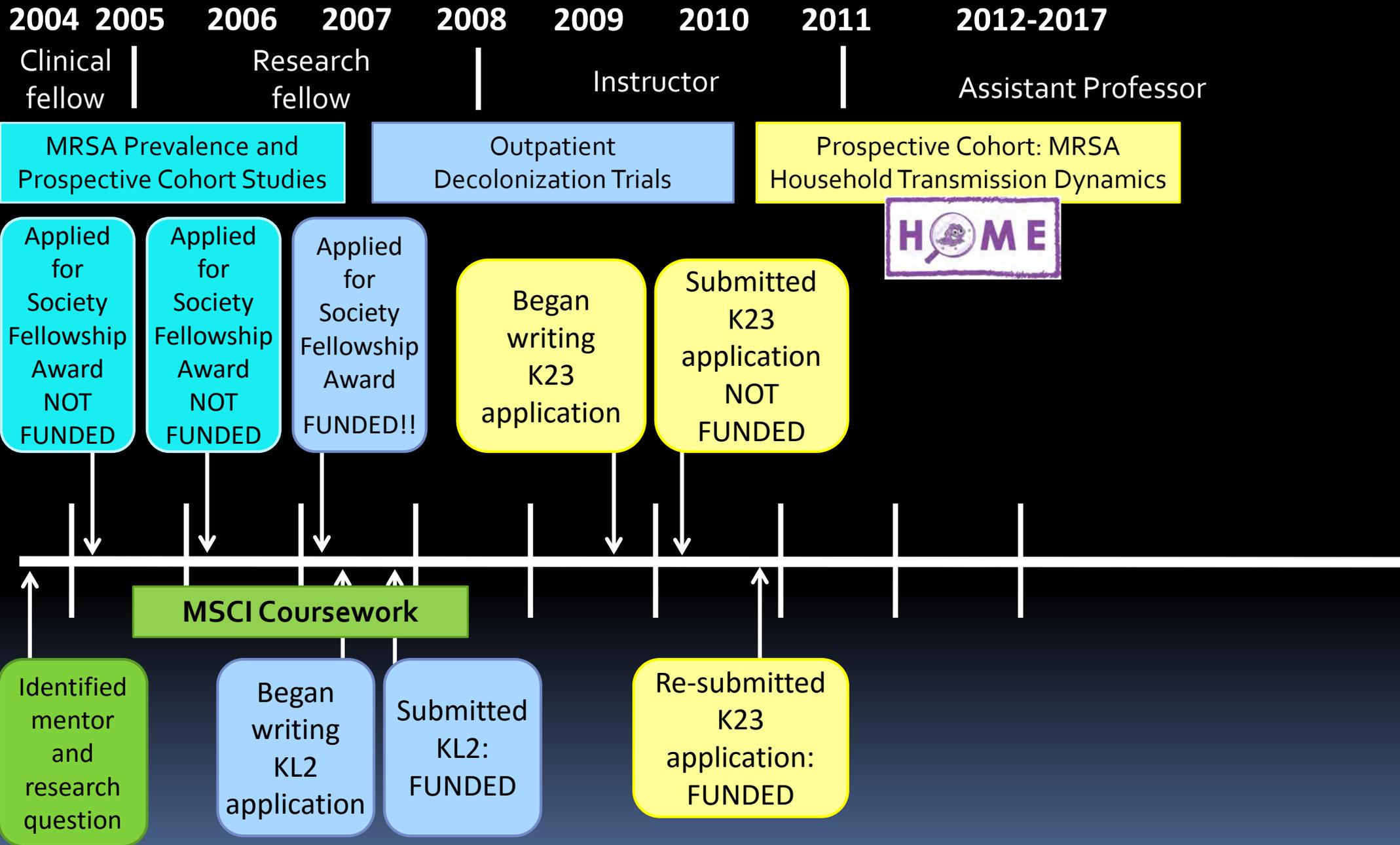
Applied for Society Fellowship Award FUNDED!!

MSCI Coursework

Identified mentor and research question

Began writing KL2 application

Submitted KL2: FUNDED

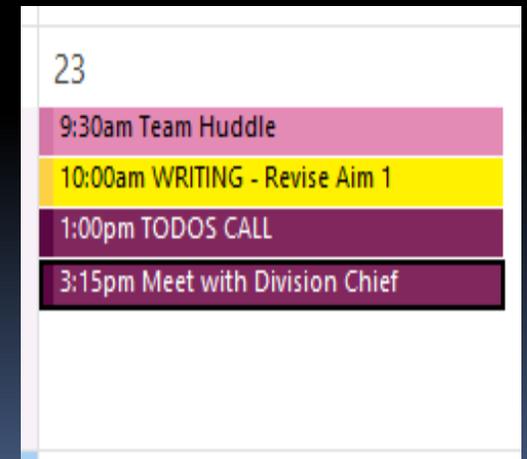


Writing Productivity



Susan Johnson, MD

- 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





MISSOURI
BOTANICAL
GARDEN

Writing Productivity

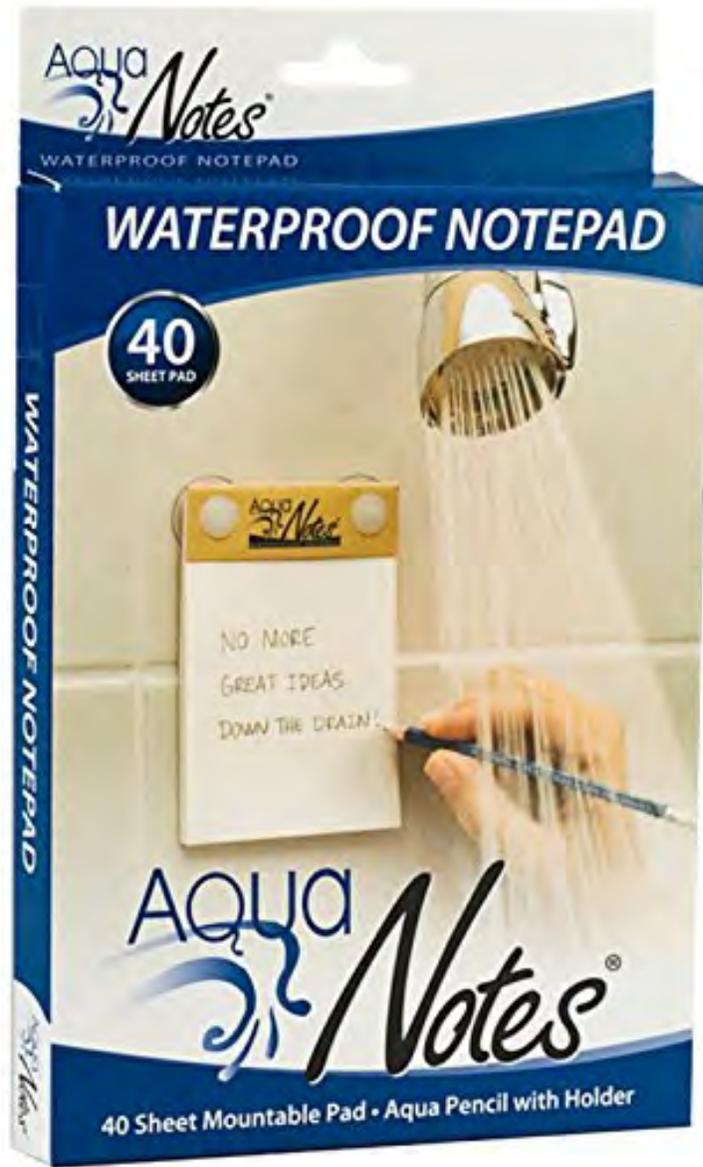
**WRITING IN PROGRESS
PLEASE DO NOT DISTURB**

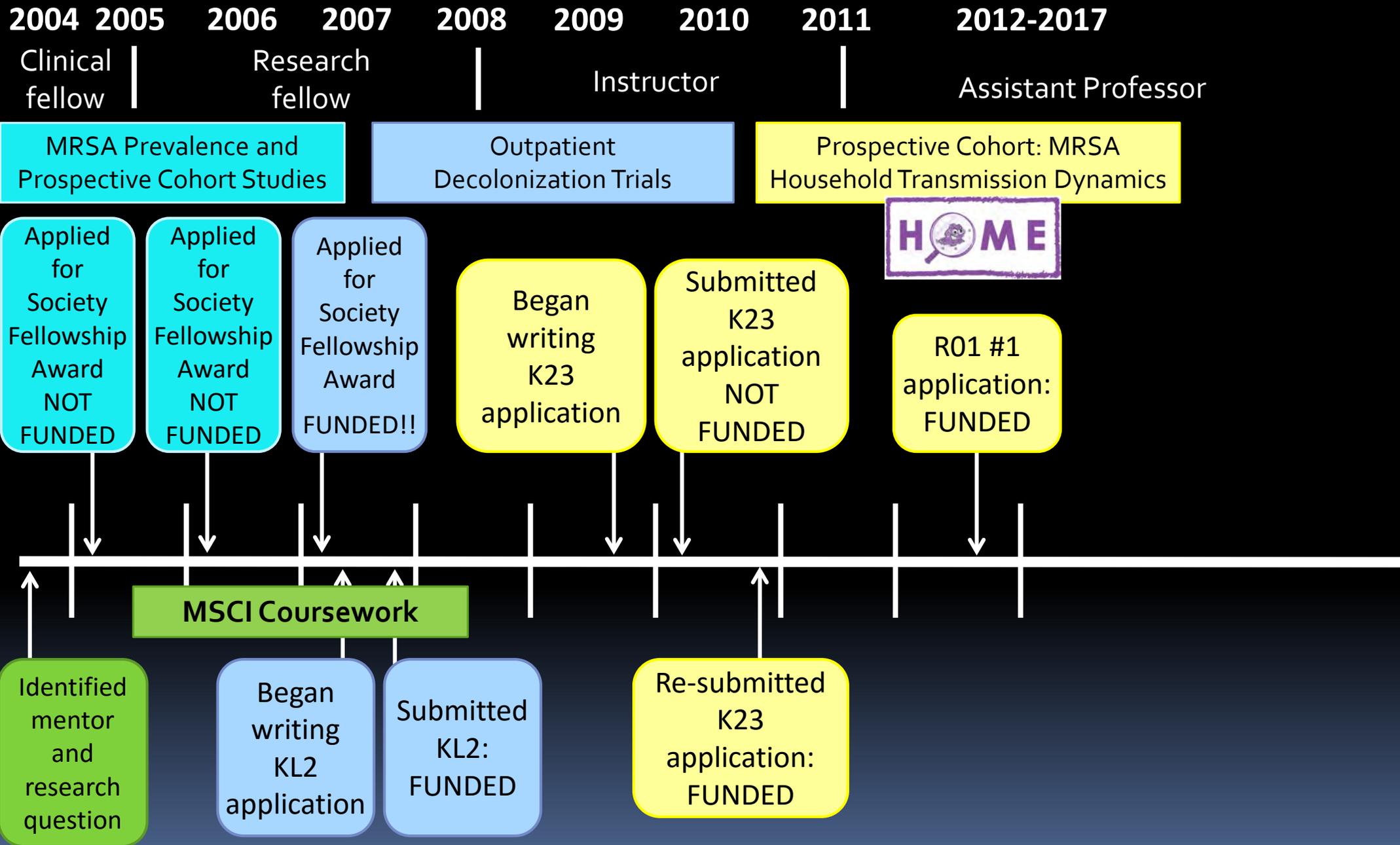
UNLESS:

- 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



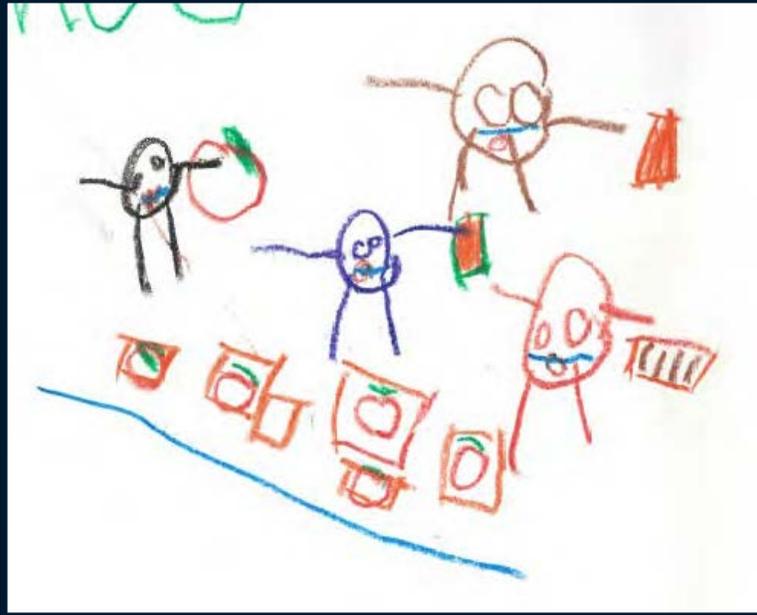
Amazon: \$13

Balance



BE PRESENT!! BE ENGAGED!!





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Assistant Professor

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R01 #2 application: FUNDED



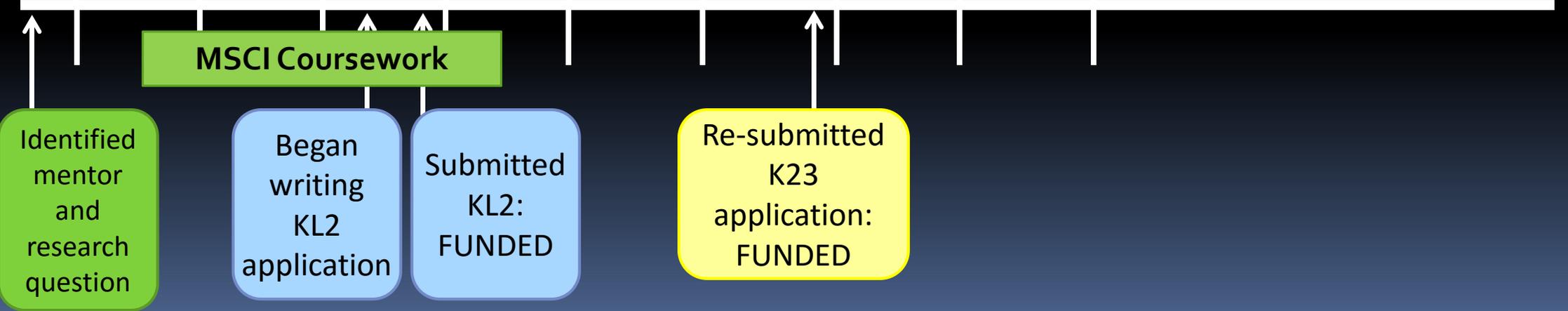
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Re-submitted K23 application: FUNDED

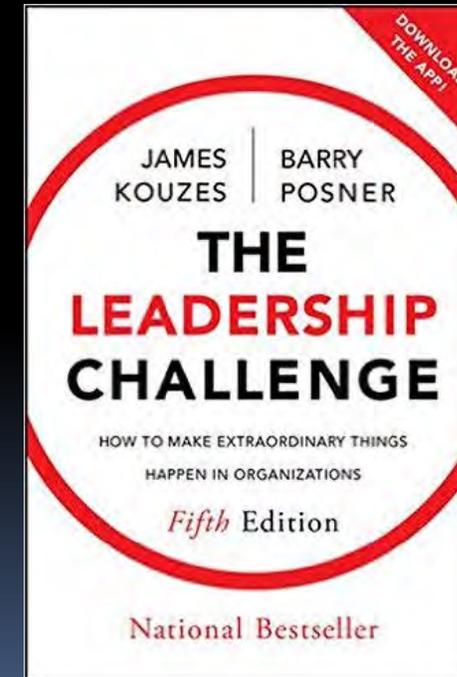


BUILDING AND LEADING YOUR RESEARCH TEAM



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

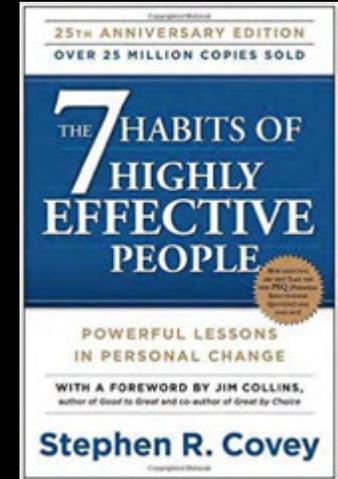


Thorough Orientation is an Investment

- **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



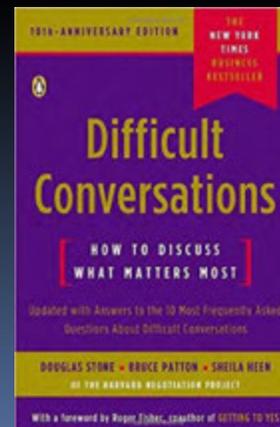
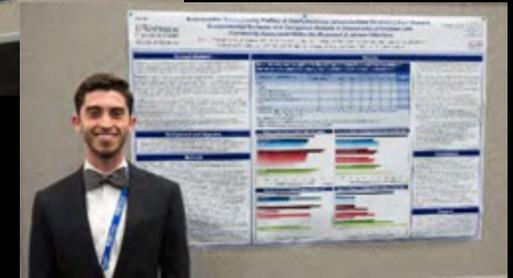
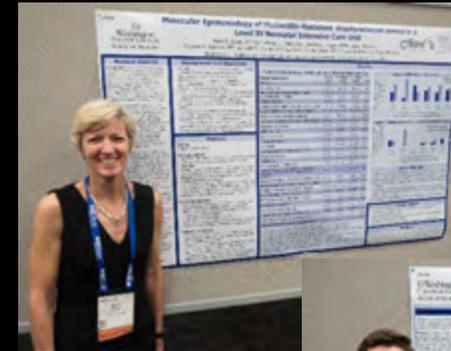
Leading Your Research Team

- 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

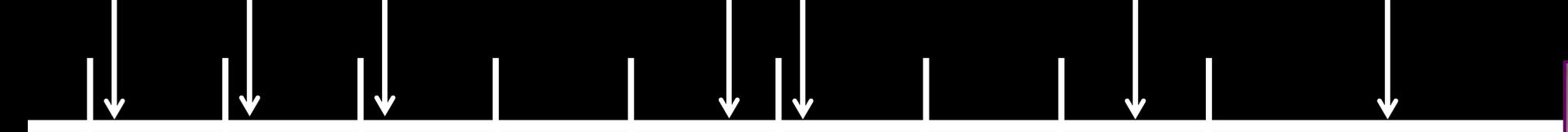


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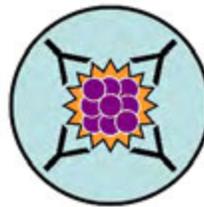
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STAPHYLOCOCCAL
TOXIN IMMUNE
RESPONSE



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Associate Professor with Tenure

Start of fellowship to current position



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

