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

SUCCESS

NEW OPPORTUNITY
Watertown, Wisconsin
Population ~20,000
2004-2005
Clinical fellow

Identified mentor and research question

- Postdoctoral Mentored Training Program in Clinical Investigation
  - Master of Science in Clinical Investigation
Your Research Question

READ
READ
READ

Develop and Evolve Your Niche

Passion = Success

Ascertain Knowledge Gaps

Keep Up With New Developments

INCIDENCE OF SKIN INFECTIONS

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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

• 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

• Coach
  • Methodologic expertise
  • Helps you develop a specific skill
  • Advises you on a focused topic

Chopra V et al., JAMA Internal Medicine 2018; 178:175-6
The Bionic Mentor

RESEARCH MENTOR
- Virology
- Molecular Diagnostics
- Emerging Infectious Diseases

SCHOLARLY & RESEARCH MENTOR
- Sickle Cell Disease
- Stroke
- Randomized Clinical Trials

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

COACH
- Community Engaged Research
- Health Disparities
- Social and Environmental Influences on Health
Sponsor Superstars
Peer Mentoring and Networks
Identified mentor and research question

MSCI Coursework

Applied for Society Fellowship Award NOT FUNDED

2004 2005 2006 2007 2008
Clinical fellow
Research fellow
MRSA Prevalence and Prospective Cohort Studies

Applied for Society Fellowship Award NOT FUNDED

2004
Clinical fellow

2005
Applied for Society Fellowship Award NOT FUNDED

2006
Research fellow

2007
MSCI Coursework

2008
MRSA Prevalence and Prospective Cohort Studies

NOT FUNDED
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

I believe that if life gives you lemons, you should make lemonade... and try to find somebody whose life has given them vodka, and have a party.

Ron White

quotes2love.com
Resilience: Gratitude

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

GOOD VIBES
Identified mentor and research question.

Began writing KL2 application.

Submitted KL2: FUNDED.

Applied for Society Fellowship Award NOT FUNDED.

Applied for Society Fellowship Award NOT FUNDED.

Applied for Society Fellowship Award FUNDED!!

Identified MRSA Prevalence and Prospective Cohort Studies.

Outpatient Decolonization Trials.

MSCI Coursework.
Identified mentor and research question

Began writing KL2 application

Submitted KL2: FUNDED

Re-submitted K23 application: FUNDED

Began writing K23 application

Submitted K23 application: NOT FUNDED

Applied for Society Fellowship Award: NOT FUNDED

Applied for Society Fellowship Award: FUNDED!!

Applied for Society Fellowship Award: NOT FUNDED

Outpatient Decolonization Trials

MRSA Prevalence and Prospective Cohort Studies

MSCI Coursework

Prospective Cohort: MRSA Household Transmission Dynamics


Clinical fellow

Research fellow

Instructor

Assistant Professor
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

http://www.thrivingamidstchaos.com
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!! 😊
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Began writing KL2 application

Submitted KL2: FUNDED

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Applied for Society Fellowship Award FUNDED!!

Began writing K23 application

Submitted K23 application NOT FUNDED

R01 #1 application: FUNDED

MRSA Prevalence and Prospective Cohort Studies

Outpatient Decolonization Trials

Prospective Cohort: MRSA Household Transmission Dynamics

Clinical fellow

Research fellow

Instructor

Assistant Professor

Work-Life Balance/Integration
“Yes, you CAN do it all – just not at the same time!”
– Beth Caldwell

Amazon: $13
Balance
BE PRESENT!! BE ENGAGED!!
Identified mentor and research question

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MRSA Prevalence and Prospective Cohort Studies

Outpatient Decolonization Trials

Prospective Cohort: MRSA Household Transmission Dynamics

Environmental and Personal Hygiene Trial

MSCI Coursework


Clinical fellow

Research fellow

Instructor

Assistant Professor

R01 #1 application: FUNDED

R01 #2 application: FUNDED

2012 2013-2016

2017-2019
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
**2004**  
Clinical fellow  
Identified mentor and research question

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Research fellow  

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Research fellow  
Applied for Society Fellowship Award NOT FUNDED

**2007**  
Instructor  
Applied for Society Fellowship Award NOT FUNDED

**2008**  
Instructor  
Applied for Society Fellowship Award FUNDED!!

**2009**  
Instructor  
Began writing K23 application

**2010**  
Instructor  
Submitted K23 application NOT FUNDED

**2011**  
Assistant Professor  
Re-submitted K23 application: FUNDED

**2012**  
Assistant Professor  
RO1 #1 application: FUNDED

**2013-2016**  
Assistant Professor  
R01 #2 application: FUNDED

**2017-2019**  
Assistant Professor  
Environmental and Personal Hygiene Trial

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MSCI Coursework

MRSA Prevalence and Prospective Cohort Studies

Outpatient Decolonization Trials

Prospective Cohort: MRSA Household Transmission Dynamics

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Began writing KL2 application

Submitted KL2: FUNDED

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STIR: Staphylococcal Toxin Immune Response
Identified mentor and research question

Began writing KL2 application

Submitted KL2: FUNDED

Began writing K23 application

Submitted K23 application NOT FUNDED

Re-submitted K23 application: FUNDED

R01 #1 application: FUNDED

R01 #2 application: FUNDED

2004
Clinical fellow

Applied for Society Fellowship Award NOT FUNDED

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Assistant Professor

Began writing KL2 application

Submitted KL2: FUNDED

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MSCI Coursework

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Prospective Cohort: MRSA Household Transmission Dynamics

2010
Environmental and Personal Hygiene Trial

2011
2012
2013-2016
2017-2019

MRSA Prevalence and Prospective Cohort Studies

Outpatient Decolonization Trials

A Placebo-Controlled Trial of Antibiotics for Smaller Skin Abscesses

Robert S. Dunn, M.D., C.M., Loren G. Miller, M.D., M.P.H., Lily Immergluck, M.D., Stephanie Fritz, M.D., M.S.C.I., C. Buddy Crouch, M.D., M.P.H., David Young, M.D., Neela Kumar, M.D., Michelle Browning, R.N., M.S.N., Stephanie Pettitbone, B.S., Stephanie Hoogland, M.S., Samantha J. Ellis, M.P.H., Mary G. Boyle, R.N., M.S.N., Trisha Chan Parker, M.P.H., and Henry F. Chambers, M.D., for the DMRD 07-0031 Team.
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Environmental and Personal Hygiene Trial
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Re-submitted K23 application: FUNDED
Start of fellowship to current position
Associate Professor with Tenure
Assistant Professor
Instructor
Research fellow
Assistant Professor
Associated Professor
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