

# Building a CV with a Village

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**Northwell**  
Health®

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“Your deepest breath is more powerful in grounding you than any physical movement.”

*-My yoga instructor*



## Who are We:

RAZIA:

Mother of 10 & 5 year old  
Wife to a Pulm/CC/Director  
Internal Medicine  
Teaching Attending  
Colleague

Recent Graduate – MS  
Co-Founder of CHA-S  
ME Co-Chair  
And so on and so forth.....

SADIA:

Mother of 3 & 2 year old  
Wife to a Lawyer  
Internal Medicine  
Teaching Attending  
Colleague – organizer

RRC Co-Chair  
ME Co-Chair  
And so on and so forth...

# Learning Objectives

- Describe factors that affect building a CV
- Determine the best CV format that is most useful
- Learn how to utilize a village to build a CV  
(Community of Practice)

# Timeline: (3:15-4:15pm)

3:20-3:30 Introduction & Overview

**3:30-3:40** Barriers to Resume Building. Small Group Activity

3:40-3:45 Case of Reflection & CoP

**3:45-4:00** Techniques to build a resume in a time efficient manner. Small Group Activity

4:00-4:05 Take home points

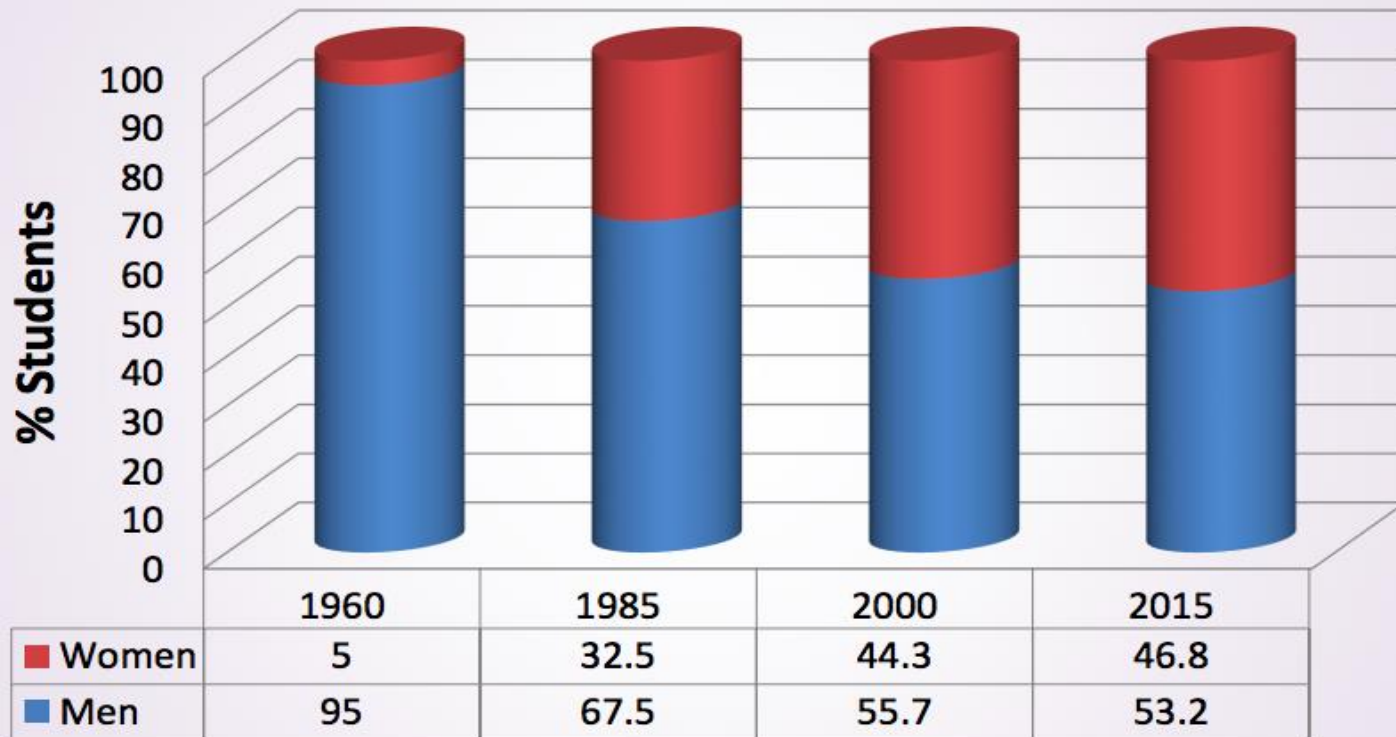
4:05-4:10 Questions



*Introduction  
&  
Overview*

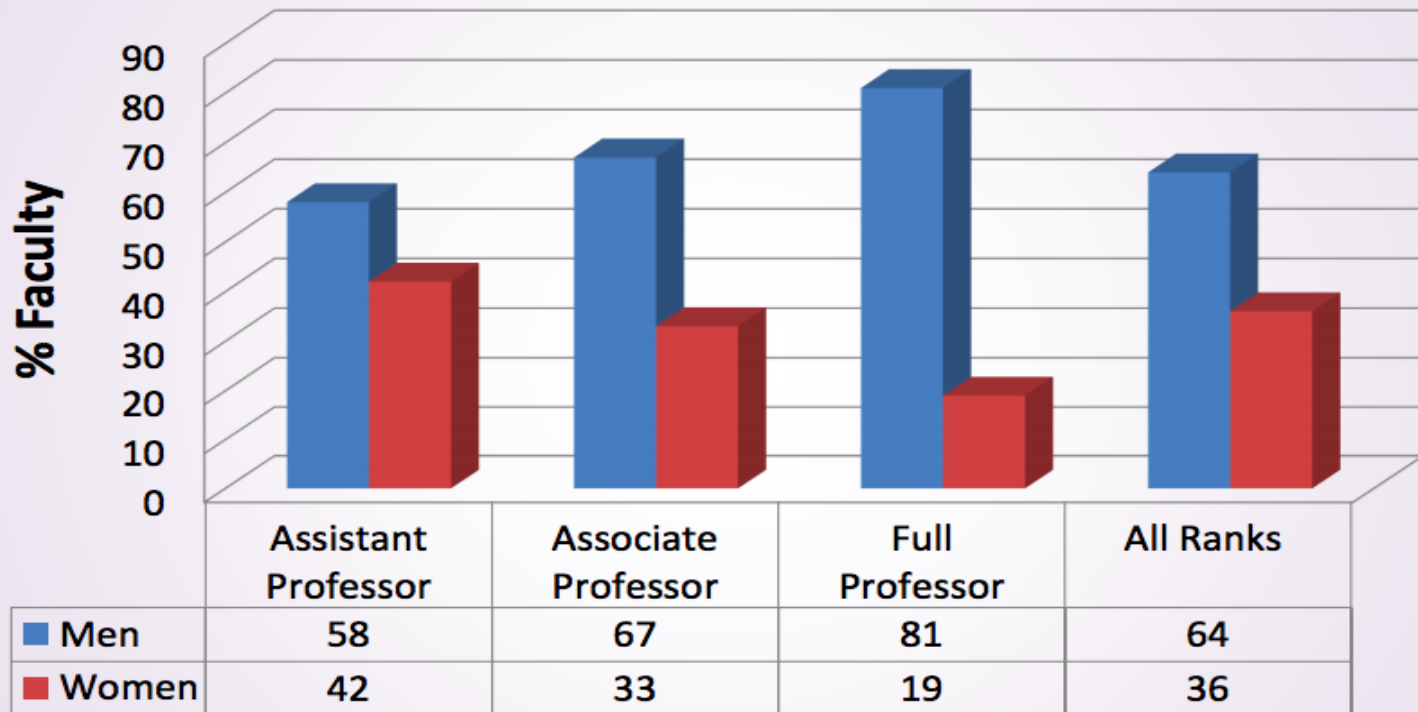
# Stats on men vs women in academic medicine

## US Medical Students Enrolled



<https://www.aamc.org/download/481178/data/2015table1.pdf>

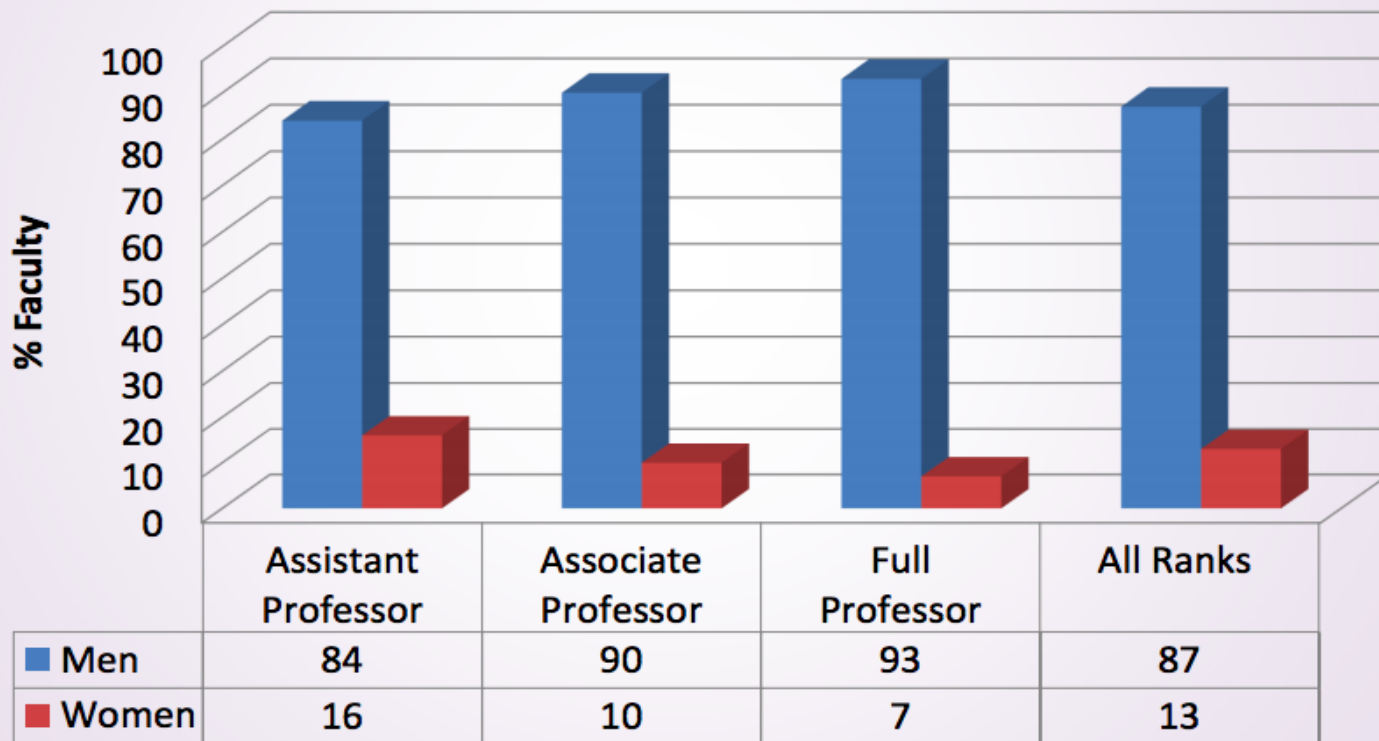
# Internal Medicine (2015)



Magrane D, Lang J, Alexander H. Women in U.S. academic medicine: statistics and medical school benchmarking. Association of American Medical Colleges, 2005.

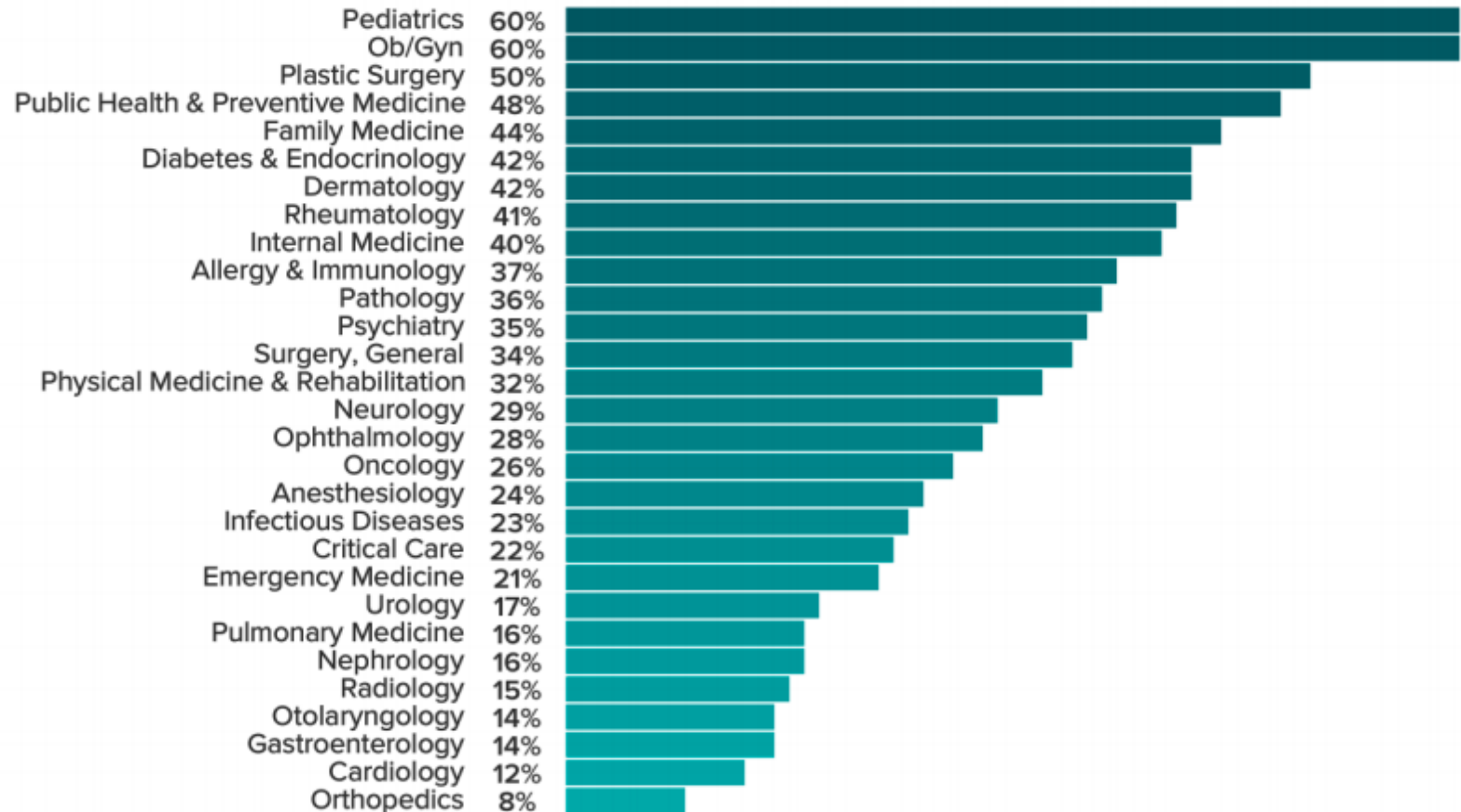


# 2015 Orthopedic Surgery



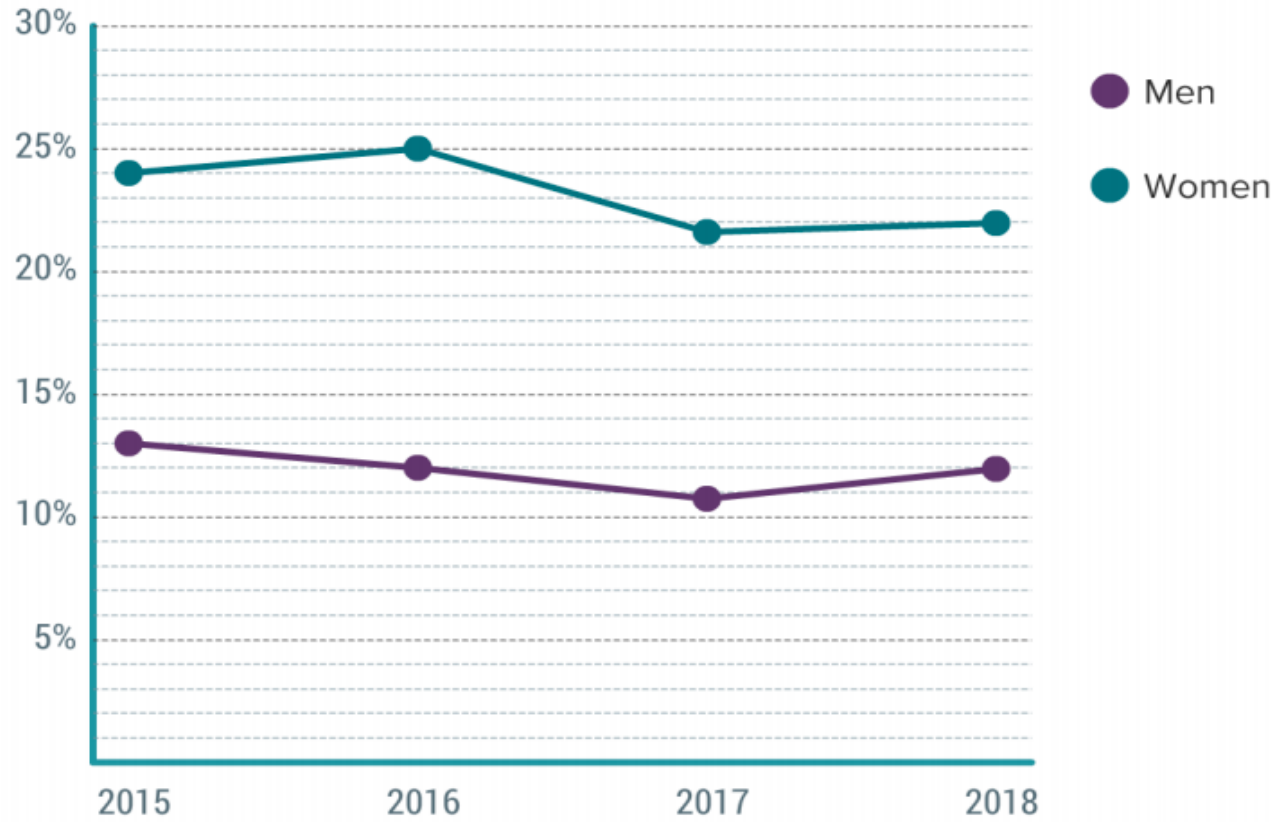
Magrane D, Lang J, Alexander H. Women in U.S. academic medicine: statistics and medical school benchmarking. Association of American Medical Colleges, 2005.

## Women Physicians in Specialties



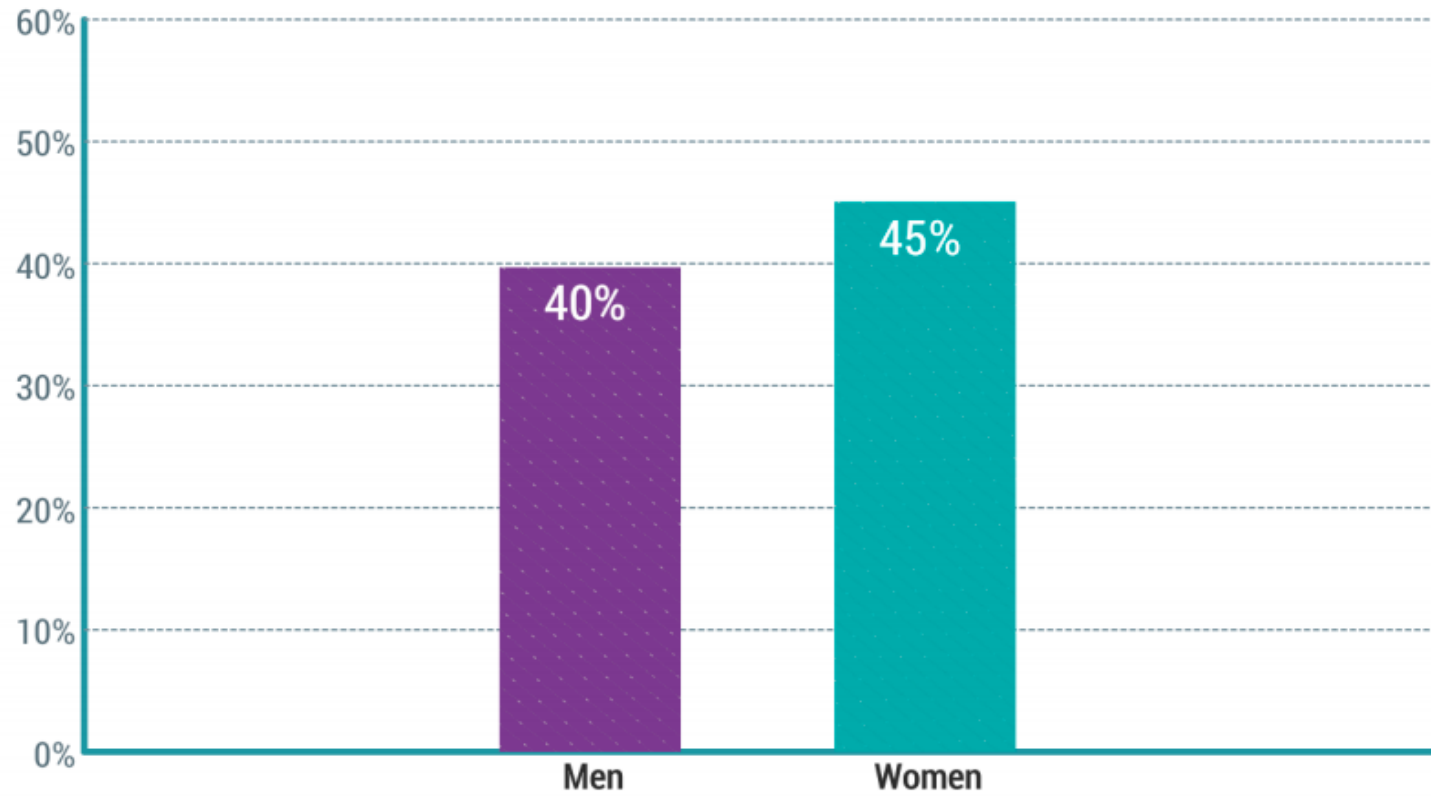
Medscape Annual Physician Compensation Report 2018

### Physicians Working Part-Time, by Gender



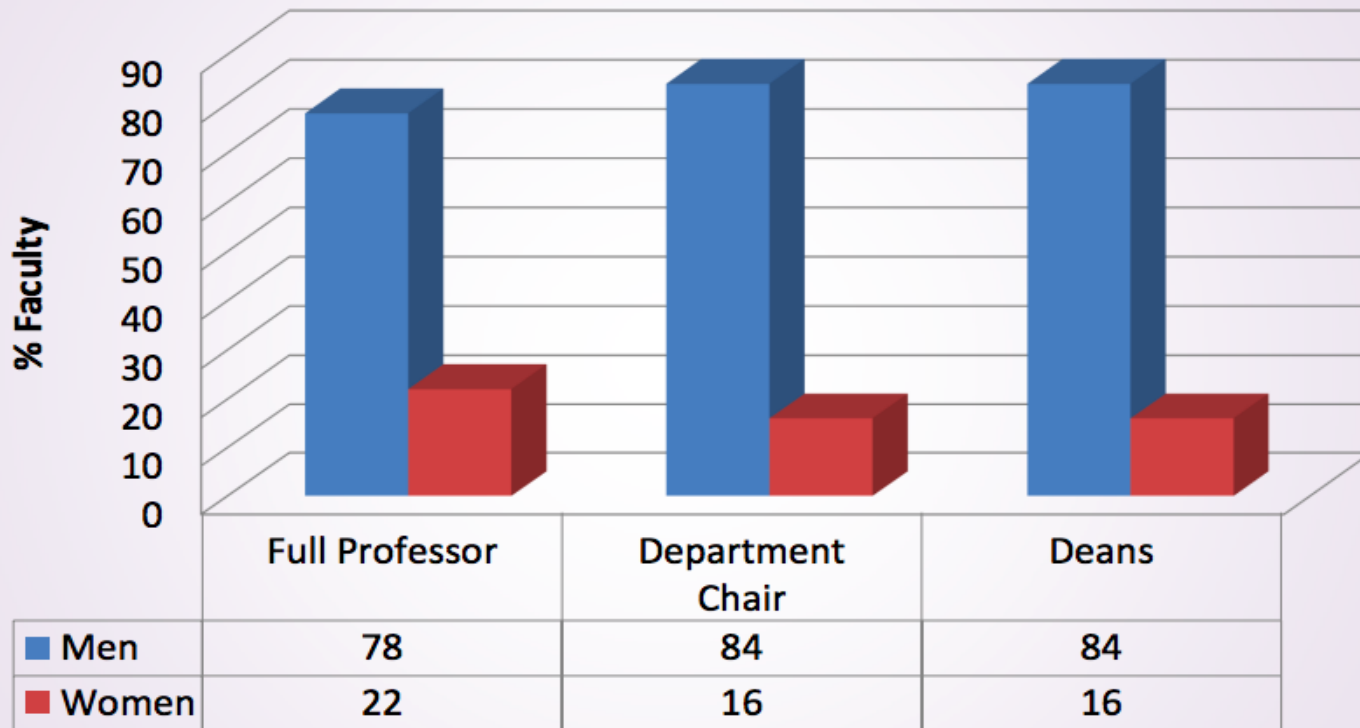
Medscape Annual Physician Compensation Report 2018

### Who Aims for Promotion? (By Gender)



Medscape Annual Physician Compensation Report 2018

# All Faculty (2015)



Magrane D, Lang J, Alexander H. Women in U.S. academic medicine: statistics and medical school benchmarking. Association of American Medical Colleges, 2005. <https://www.aamc.org/members/gwims/statistics/>

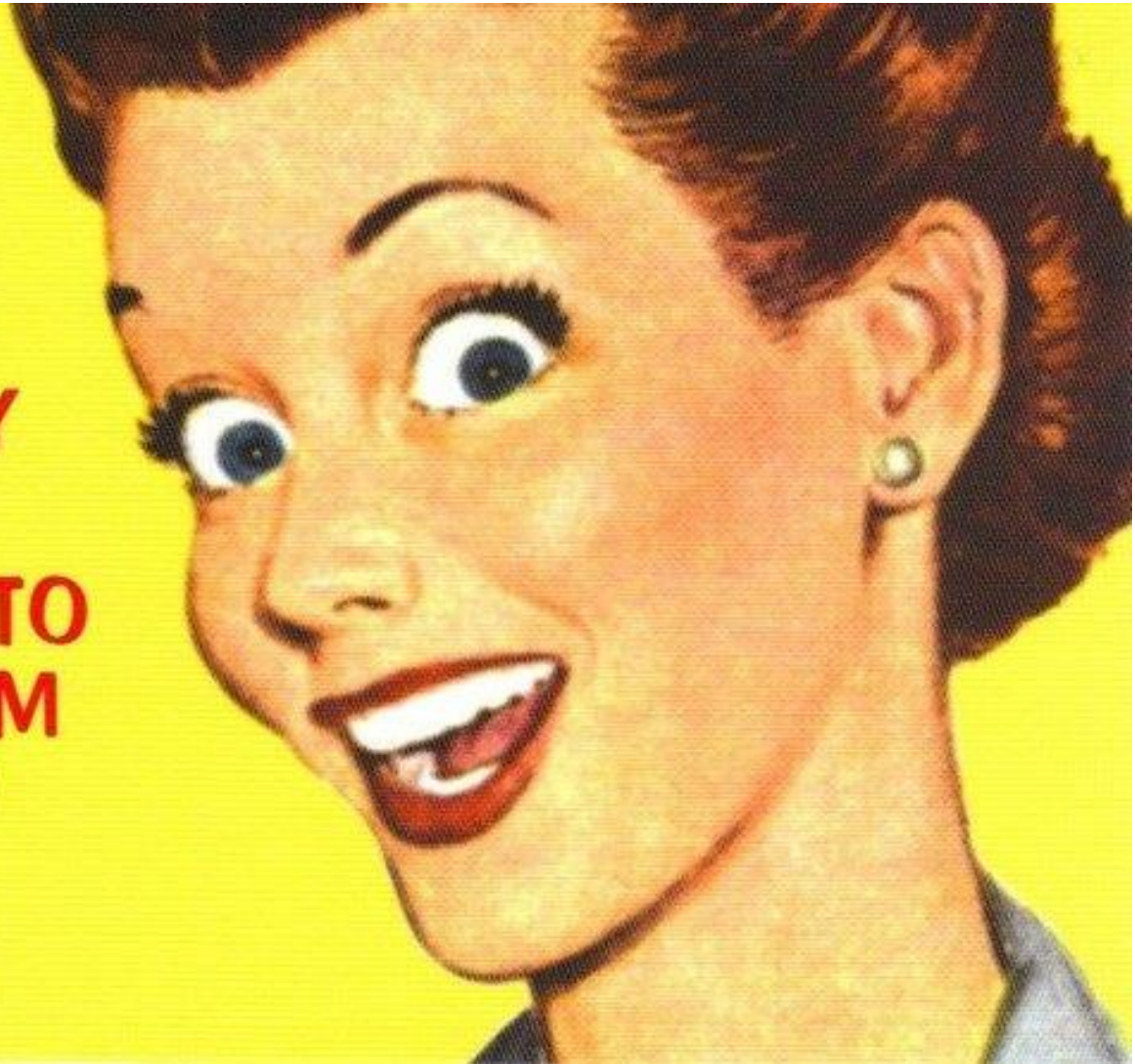
## Case of Reflection...

Dr. Denied Promo is a 35 year old Internist who has been practicing independently for 8 years. She has taught medical students, engaged in committees (served as chair vs co-chair of 8 committees at one time- some of which monetarily benefitted the hospital), was an APD of an IM program, started board review courses, completed 1-2 poster presentations, completed successful curricular redesigns, and has been awarded multiple honors academically/clinically, and professionally, etc etc.

In the 2 years prior, she developed a community outreach program which consisted of over 100 physicians and nurses and together over 2 years, this group has done over 200 outreach programs which included over 60 lectures in the community that Dr. Promo did herself.

She applied for associate professorship and was told that she is too early (by 1 average year) and needs to DO MORE.....

**IT'S  
BEEN  
LOVELY  
BUT  
I HAVE TO  
SCREAM  
NOW**





# Think -- Pair -- Share

Lets build on depth

Pick a partner

Think to yourself : **(1 min)**

*Why is it hard to build your resume?*

*What are the barriers you see?*

You will share with your partner **(4-5min)** and then the group **(5 min)**



# Update on Dr. Promo

Dr. Promo was feeling a little defeated when she attended her first SGIM national meeting. She happened to attend a workshop that discussed the importance of building your academic value by collaborating with colleagues.

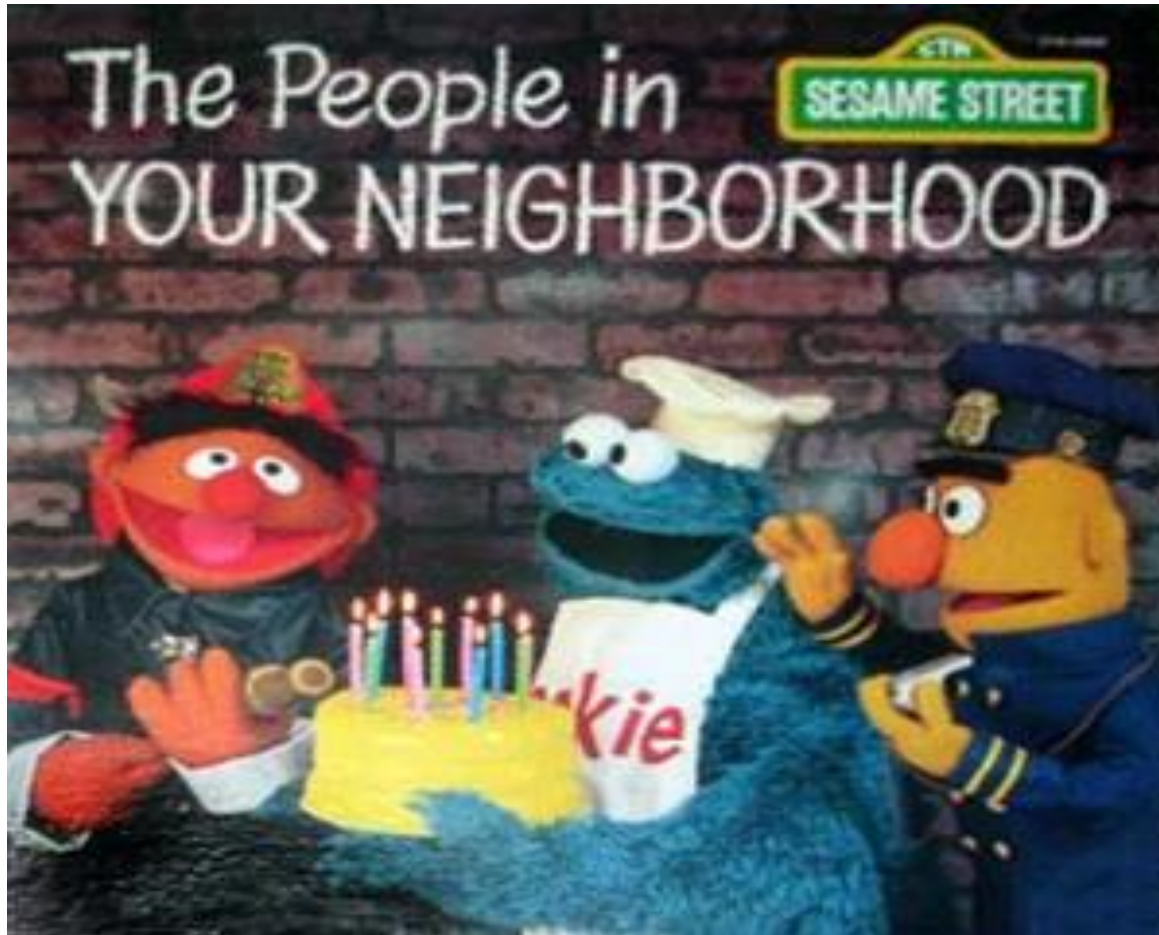
She thought this was a brilliant idea and started to identify those who she would include in her community of practice.

She still felt down and defeated but things started to look a bit more positive for her.

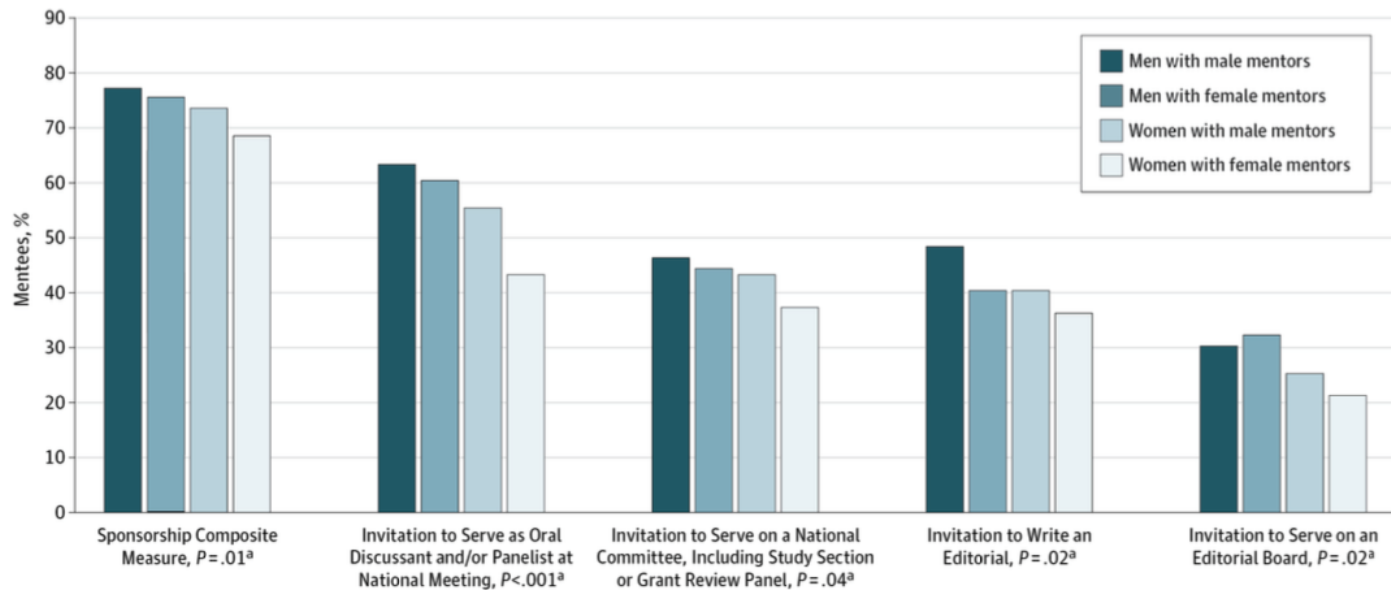
# Community of Practice



Who are .....



# Mentorship & Leadership



This graph depicts self-reported experiences of sponsorship by K08 and K23 award recipients for men with male mentors ( $n = 442$ ), men with female mentors ( $n = 89$ ), women with male mentors ( $n = 323$ ), and women with female mentors ( $n = 131$ ). Unadjusted percentages are depicted for each of 4 individual sponsorship experiences and for a composite binary measure of having reported at least 1 of the 4 individual experiences.

Patton, E. W., et al. (2017). "Differences in Mentor-Mentee Sponsorship in Male vs Female Recipients of National Institutes of Health Grants." *JAMA Intern Med* **177**(4): 580-582.

## Update on Dr. Promo...

While she was so busy starting up this community outreach project, Dr. Promo started a Masters in Education. During one of her classes on Leadership & Academic Development, she learned the statistics mentioned above in academic medicine.

It was mentioned that finding a mentor is an important factor in building your CV. She immediately actively sought a mentor and started meeting with this individual routinely.

..... A few months later, she learned that we should not limit ourselves to one mentor and instead should seek mentors who fulfill our various professional and personal needs.

# Let's Strategize....

Techniques to build a CV in a time efficient manner

Groups of 3-4

*Talk about the projects you have*

*Identify potential folks in your Community of Practice*

*Who are the people you can partner with to build on and take an arm off to score a goal? **(5-7 minutes)***

Ex: Building a curriculum? ? You can run with a needs assessment  
(publish this)

LET'S DISCUSS ..... **(8-10 minutes)**

# TAKE HOME POINTS:

- Join a Committee (Meaningful)
- Find a Mentor (or two)
- Mentee someone
- Build your community
- Find a Professional Home (regional/national)
- Strategize....Regional Reputation

# Lets take a grounding breath.....Creating a Timeline

Plan ahead

Career Trajectory (academic, clinical, research, administrative)

Can it change?

Have you lost time?

What is a healthy timeline?

6 months? 1 year ? 5 years? 10 years?



# ASK FOR FEEDBACK



# MENTORS



SPECIAL  
ON  
WOMEN  
MENTORS



DONNELLY

## Most recent update on Dr. Promo

Over the course of 6-months, Dr. Promo identified 3 colleagues with similar academic interests and one with a community interest. Together, they identified 4 projects to work on and shared authorship.

In 6-months, they have presented 5 posters both regionally & nationally along with 1-workshop at a local event. One abstract was published in a reputable academic journal. The 4 physicians in their early career have submitted to over 12 conferences in a 6-month period and this is only the beginning!

Dr. Promo now has 2 mentors and decided to mentor 2 of the physicians in her community of practice. She was invited by one mentor to be an editor for a journal and by another to help her hospital start a community outreach program.

Collaboration is the key to success when your community of practice is identified.

# Parting Gifts .....

## A Hofstra Academic CV Template







# *Any Questions? ? ?*

