

Aspiring to a Leadership Position

Thomas Schmidt, PhD
Professor, Dept. of Molecular Physiology and Biophysics
Assistant Dean, Office of Student Affairs and Curriculum
Carver College of Medicine, University of Iowa
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Goal

Share with you some of the decisions that I have made during my academic career to focus my professional efforts and describe for you some of the opportunities that I have pursued to prepare me for a leadership position.

Hopefully, "my story" will suggest some practical ways that you can attain your leadership goal.

Remember—more than one "right" pathway.

Brief Biographical Sketch

1. M.A., Ph.D. in Physiology—Cornell University
2. Postdoctoral Fellow—National Cancer Institute
3. Postdoctoral Fellow—Fels Research Institute, Temple University School of Medicine
4. Assistant Professor (1983)—Department of Molecular Physiology and Biophysics, Carver College of Medicine

Research

1. Research interests in cellular and molecular endocrinology (steroid hormone action)
2. Research focus on glucocorticoid hormone action at the molecular and cellular levels and role of metabolizing enzymes
3. Research funding from NIH, American Cancer Society, American Heart Association, and Leukemia Society of America
4. Active internal and external research collaborations

Teaching

1. Current lecturer in: Medical Cell Biology, Human Organ Systems (Co-Course Director), Receptors and Signal Transduction
2. Past facilitator for Case-Based Learning groups and lecturer in Principles in Molecular and Cell Biology (Course Director)

Service and Administration

1. Director of Graduate Studies
2. Past Chairman of Medical Education Committee
"Effective Committees/Meetings"
3. Current Co-Course Director
4. Current Curriculum Director
5. Current Assistant Dean—Office of Student Affairs and Curriculum

Strengthen Your Credentials By Being Formally Recognized For Your Contributions

1. Humility is an admirable trait.
2. Pay close attention to announcements concerning faculty teaching and service awards.
3. Some “self-promotion” is necessary.

Teaching and Service Awards

1. Nominated by former Chairman
 - Colleagues
 - Students
 - Self-nomination
2. Extremely honored to be recipient of several university and college teaching and service awards
3. Recipient of Harold A. Myers Distinguished Professorship in Medical Education (2006)

Importance of Faculty Development

Two way street:

1. You benefit as an individual because your faculty development helps you reach your potential and keeps you “up to date”.
2. Your institution benefits because faculty development gives you the tools to become a better educator and effective leader.

Developing Leadership Skills

1. Participant in Harvard Macy Institute Program for Leaders in Medical Education (1999)
2. Invited Faculty Member in 2007
3. Program is designed for leaders with major responsibilities for healthcare education across various disciplines, especially those leaders who will introduce or manage significant organizational change or innovations in their institutions.

“Leadership and the Complexity of Change”

The Harvard Macy Institute

Program for Leading Innovations In Healthcare and Education

June 15-20, 2008

Apply online: www.harvardmacy.org

Application Deadline: February 11, 2008

Involvement with IAMSE

1. Charter Member
2. Board of Directors (2 terms)
3. Chairman of Program Committee for 2004 Annual Meeting
4. Development Committee
5. Ask not what IMASE can do for me, but what I can do for IAMSE

Professional Development Through Other Organizations

1. American Physiological Society
 - Education Committee
 - Careers in Physiology Committee
2. Central Group on Educational Affairs (AAMC)
3. The Endocrine Society
4. Memberships facilitate networking and collaborations

Document Evidence Associated with Educational Scholarship

Criteria associated with educational scholarship
(Simpson et al., Medical Education 41:1002-1009, 2007.)

- Demonstrating evidence of drawing from and building on the work of others' published research in medical education and curriculum development
- Contributing work through public display (animations, videos)
- Peer review and dissemination (published abstracts/posters, textbooks, chapters, reviews)

Monitor your progress as you move up the career ladder

- Keep your curriculum vitae up to date—carefully document your contributions.
- Ask someone in a leadership position to evaluate your credentials and make suggestions.
- Make a conscious effort to appreciate the “culture” of your own institution.

Importance of Self-Reflection

Do I have the interpersonal skills, dedication, and expertise that will allow me to be effective in a leadership position?

Top 10 Questions to Ask Yourself

1. What do I enjoy doing?
2. What do I do well?
3. What motivates me?
4. Am I right for the job (important to communicate with key individuals for their input and advice)?

Importance of Self-Reflection and Self-Awareness

5. Have I earned the trust and respect of medical students through facilitating, advising, and mentoring?
6. Have I developed appropriate problem-solving and decision-making skills?
7. Do I feel confident that I can be an effective negotiator and facilitate conflict resolution? “Negotiation and Conflict Management”

Importance of Self-Reflection and Self-Awareness

8. Can I be an effective team leader?
“Multidisciplinary Team Building”
9. Would I feel comfortable dealing with financial issues (education grants, salaries, financial incentives, questions related to tuition and fees)?
10. Am I a strong student advocate?

Is This The Right Time For Me To Assume A Leadership Position?

1. Am I prepared to assume added responsibilities?
2. What are my motives for seeking a leadership position?
3. Am I at the right place at the right time?

Conclusions

1. Develop your reputation as a dedicated and enthusiastic educator
2. Earn the trust and respect of medical students
3. Contribute to committee work related to medical education
4. Develop your leadership skills through specific faculty development programs/workshops
5. Be honest with yourself—importance of self-reflection
6. Embrace your new position enthusiastically.

“True leaders are not those who strive to be first but those who are first to strive.”

Thank you for participating in the IAMSE Fall Audio Seminar Series

Any Questions or Comments?

Phone: 319-335-7847

Email: thomas-schmidt@uiowa.edu