

ASPHO Career Path Spotlight

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Career Description

1. **Current position:** Program Director, Hematology/Oncology Fellowship; Associate Designated Institutional Official at The Children's Hospital of Philadelphia; Professor of Clinical Pediatrics-Perelman School of Medicine at the University of Pennsylvania
2. **Institution:** The Children's Hospital of Philadelphia
3. **Years at institution:** 24
4. **Did you complete additional post-fellowship training? Was it an important factor in your current position?** No
5. **Years out of Fellowship:** 18
6. **Type of institution:** Academic center
7. **Approximate number of attendings in your PHO department/division:** 50
8. **How do you allocate your effort? (*Please provide a % for each area)**
Clinical 40%, Scholarship 0%, Education 30%, Administration 30%
9. **Position Specifics (Please give a brief description of your current responsibilities in these areas)**
 - a. **Clinical activity:** I am in the Hematologic Malignancy Section of the Division of Oncology and see patients with Leukemia/Lymphoma and often see the second opinions for patients with Hodgkin lymphoma. I'm also one of the fellow mentors so oversee the leukemia/lymphoma patients of a 1st, 2nd and 3rd year fellow.
 - b. **Scholarship/Research:** I don't have designated time for this, but work to collaborate with colleagues on medical education projects as time allows.
 - c. **Education/Teaching:** I spend 20% of my time teaching the communication of serious news (Vitaltalk) to pediatric residents, my own fellows and fellows and faculty throughout the institution. I also help to oversee this program with a leadership group. I am the Program Director for the Hematology/Oncology Fellowship Program which involves some education (and administration—see below) and also assist with educational efforts in my division.
 - d. **Administration:** As above, I serve as the Program Director for our fellowship program. I also started as one of the Associate Designated Institutional Officials (aDIO) at The Children's Hospital of Philadelphia in 2020 and in this role serve as a member of the hospital GME leadership team. We oversee all of the training programs (residency/fellowship) and there are over 70 programs at CHOP of which about half are ACGME-accredited. In this role, I'm also responsible for program director faculty development.

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Career Perspectives

- 1. What were important factors in your taking on this role (e.g., professional interest, family, geography, spousal profession)? What made this career path appealing?**

Early in my career, I was given the opportunity to oversee the pediatric resident rotation in Oncology. I really enjoyed this role and it sparked my interest in medical education. Later, I became the Inpatient Medical Director as I thought I might like a larger administrative role and the chance to collaborate in a different way with my team and with other teams throughout the hospital. I learned a tremendous amount, but over time decided that I most enjoyed the medical education piece of the role. I asked to join our Fellowship Committee and realized there was a need to help our busy Program Director. Eventually, I took on the role as Associate Program Director. It was around this time that The University of Pennsylvania offered a Master's in Medical Education and I knew the person who had developed this program. I decided that my career was moving in a direction related to medical education and chose to enroll. It was tremendously helpful and I also made connections with like-minded colleagues who are now collaborators, other program directors and the other aDIO. We help one another with projects, I ask them to speak in my fellow's Professional Development lunchtime series, collaborate on workshops and much more.

- 2. Is there specific training or experience that helped you obtain this position?**

I talked with faculty who had a career in medical education and looked for opportunities in this area once I identified that I would focus my career path. In addition to the Master's in Medical Education, I responded to a call from ASPHO to be on the Education Committee which allowed me to meet other colleagues and gain additional experience. Some of those colleagues were involved in ASH and I was invited to be a faculty member for the ASH Medical Educator Institute (MEI). This was also a great network Hematologists/Oncologists (pediatric and adult) who were interested in medical education. I helped as a faculty member for several years in this program and am now just finishing a 2-year Co-Director position for the ASH MEI.

- 3. Is this career path what you expected? Please explain.**

I would not have predicted this career path when I finished my fellowship training. I was involved in an MSCE program and working on the development of clinical research trials. By keeping an open mind and taking on the resident rotation, I realized that medical education was a real interest for me and it was only through trying additional roles in that area that I was able to find my niche.

- 4. What do you find most rewarding about your current professional role?**

As a Program Director, I enjoy helping and watching trainees develop into colleagues, problem-solving and thinking about what curricular and educational pieces will augment their training.

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Another advantage of my job is the opportunity to collaborate and get feedback from colleagues. We always teach workshop-style teaching of communication skills with 2 facilitators, so this is a fantastic addition. Finally, as Program Director, I saw areas for opportunity for professional development, streamlining of processes and sharing of ideas. As a new aDIO, I am able to implement new programs and develop additional resources in order to help other program directors throughout the institution.

5. What do you find most challenging about your current professional role?

I do think that some of the regulatory requirements in any medical education role can be challenging. Also, it is difficult to please everyone when you are in larger administrative roles so trying to compromise and make the environment as best it can be for trainees, program directors and administrative staff while remaining within national and hospital regulations can be a challenge.

6. What do you see yourself doing in 5 years and 10 years?

I know I will still be in Philadelphia, seeing patients and involved in education in some capacity. Since I just took on a large role in my institution, I need to see how that goes for a while before planning next steps!