Physician-Scientist: Career and Family: Can You Have it All?

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Outline

• Sources
• See one, do one, teach one
• Work-life balance
• Life choices
• Practical advice
  – Nonwork
  – Work
• Burnout
• References
Qualities of a Great Mentor

• Smart
• Accomplished
• Funded
• Committed
  – Explain the system
  – Write an abstract
  – Give a talk
  – Review a manuscript
  – Write a manuscript
  – Write a grant
• Generous
Comments on Choosing a Mentor

• A single mentor may not be optimal
• Identify several role models or mentors
  – Based on attributes or expertise
• Ideally, your mentor should not be your immediate supervisor
Work-Life Balance
No one on his deathbed ever said “I wish I’d spent more time at the office.” Don’t get me wrong. Work is a wonderful thing. It can be very fulfilling and can provide meaningful service to others. But personal relationships are the most important things in our lives. It’s through relationships with others that we learn about ourselves, about how to make choices, how to self correct, how to grow and develop, how to contribute to the human community, how to turn dreams into reality. –Rodger Duncan
Life Choices: Figure Out Your Priorities

• Jappreet Sethi, LinkedIn
  – What is your focus for the next 5 years?
  – If you could have an extra hour in a day, how would you spend it?
  – Would you be comfortable not spending a lot of time with your kids as they grow up?
  – Are your family members on board with your work-family choices?
  – What gives you the greatest satisfaction, and can you get it at least twice a week?
  – What do you want to be remembered for when you die?
Are your family members on board with your work-family choices?

Choose wisely
Understanding the Medical Marriage

• Perlman RL et al. Acad Med 2015;90
  – Interviewed 25 physicians and spouses using appreciative inquiry
    • 12 women
    • 13 men
    • 3 nonphysician spouses
<table>
<thead>
<tr>
<th>Theme</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>We rely on mutual support in our relationships</td>
<td>Reciprocal emotional, mental, occupational support</td>
</tr>
<tr>
<td>We recognize the important roles of each family member</td>
<td>Importance of role clarity</td>
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<td>We have shared values</td>
<td>Shared values provide foundational structure</td>
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<tr>
<td>We acknowledge the benefits of being a physician to our relationships</td>
<td>Medical and financial security</td>
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</tbody>
</table>

Perlman R. L. et al. Acad Med 2015;90
Priority Setting: a (bad) Example

- Sapey E. Lancet 2015;385 (Suppl 1)
  - “I wrote a list of how I prioritize my time, and it went like this:
    - Children/patients/research
    - Grant and paper writing
    - Husband/collaborators (no particular order)
    - Dog
    - People I barely know or will never meet but who email me (a lot)
    - Me”
Nonwork Practical Advice

• Really good childcare/adultcare
  – Plan ahead for snow days, sick days, teacher conference days
• If all else is equal, consider living near extended family
• Consider your commute
• Early risers...
• Schedule recurring social activities
• Exercise
• When you’re away from work, be away
• Appreciate your partner/s
• Outsource the unimportant stuff if you can
Replace “I’m too busy” with “that’s not important to me right now”
Work Practical Advice

• Follow your passion
• “Uber organized”
• Take advantage of promotion postponement
• Don’t be intimidated by the success of others
  – Learn from their experiences
Flexibility

• Things are going to change whether you want them to or not

• Avoid
  – Catastrophizing
  – Guilt
Citizenship

• We are all special

• Humility
  – Respect other people’s time
  – Participate in departmental life

• Generosity
  – Students
Say YES

• Is this interesting to me?
• Can I use it again?
• Will it be published/indexed?
  – Avoid predatory publishers: http://scholarlyoa.com/publishers/
• Ask others if unsure
• Say no selectively
**Should I Travel Index**

\[
H\left(F + \frac{N}{2}\right)\left(\log A + 0.15 \log(P + 1)\right) \\
\frac{1 + \log T^R + \log(C + 1)}
\]

- **H** = home factor: 0=extremely bad to leave; 1=no significant effect on home or work; **VERY IMPORTANT**
- **F** = fun factor: 0=no fun; 1=lots of fun
- **N** = networking factor: 0-1, overlaps with fun, less important
- **A** = audience size; score 10 for simply attending
- **P** = payment in US dollars, downgraded since payment not major reason for travel
- **T** = time traveled in hours door to door
- **R** = relaxing/reclining factor: 1=economy; 0.5=business; 0.2=first class; 1=driving; 0.5=train
- **C** = out of pocket expenses

- <0.5 = Definitely NO
- >0.8 = YES
- 0.5-0.8 = INDETERMINANT

\[
0.8\left(1+\frac{1}{2}\right)(\log 57 + 0.15(0+1))/ \\
1 + \log 17^{1.25} + \log(0+1) = 1.02
\]

Rutkove SB et al. Ann Neurol 2015;78
Physician Work Life Balance

- Shanafelt TD et al. Mayo Clin Proc 2015;90
  - 2014 survey of physicians from AMA Physician Master File
    - Burnout
    - Satisfaction with work life balance
  - 6880 (19%) responded
    - 1625 (24%) at academic medical centers
  - Median age 56 yrs.
Physician Work Life Balance

Shanafelt TD et al. Mayo Clin Proc 2015;90
The Quadruple Aim

Institute for Healthcare Improvement's Triple Aim

- Wellness Programs
  - Reduce administrative burdens

- Better Outcomes
- Improved Clinician Experience
- Improved Patient Experience
- Lower Costs

AMA Healthier Life Steps®
A Physician's Guide to Personal Health

- ≥ 8 hrs. sleep
- Good nutrition
- Mobility/mindfulness/yoga
- Cultivate close relationships
- Regular breaks or vacations

Washington State Medical Association
The Takeaway

Shana Lebowitz, Greatist.com

“The most important thing to remember in the quest for work-life balance is that we’ll never achieve perfection...What matters is that we create a personally meaningful life that helps us feel happy and healthy overall.”
References

- http://www.mothersinmedicine.com