

Career Transitions in a Pandemic: Moving Forward (or Even Sideways) But Never Backwards!

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Objectives

1

Understand the context of COVID-19 in physician career advancement

2

Compare and contrast vertical and lateral career movement

3

Identify one skill set to either acquire or promote for career advancement

Current State of Affairs

The pandemic's toll on women's careers



COVID-19 may leave women physicians behind - Relationships

- Nonverbal communication is hard in virtual meetings.
- Difficult to “read the room” in virtual meetings.



COVID-19 may leave women physicians behind - Productivity

- Even pre-pandemic, women physician-researchers **8.5 additional hours per week** of parenting and domestic work than men in similar positions
- Women have been stymied in publishing. Proportion of lead authors in 2020 on COVID-19-related papers was 23% lower than their representation among lead authors in 2019.
- Women physicians are more often asked to do “less-valued” tasks, such as writing patient education materials.
- Virtual care and virtual teaching create **time demands** which disproportionately fall to women, making it harder to publish.



YOU are the great leader the Academy needs!



Gloria Addy, MD
Assistant Professor, Pediatrics
Clinician Educator





- What are the best and worst parts of my current job?
- What are my interests?
- What are my career values right now?
- What barriers do I face changing careers?
- Am I willing to work toward the career I want? (Do I have an idea of what it will take?)



Dr. Addy's Priorities

- Wants more responsibility
- More time to work on her research
- Values collaboration and productivity
- Values helping patient community
- Wants to have time to publish, which was diminished during COVID-19



Outcome: Lateral Career Transition

- She keeps the same title, but is released from 5 clinical sessions
- She will apply for pilot grants, KL2 program and then K23 award
- He assists her in finding research mentors.
- He now has incentive to block external requests for additional clinical time and/or vaccine outreach unrelated to her grant

Lateral Career Transitions

- A time to develop marketable skills, expand network with a new circle of co-workers, mentors
- A lateral move is an opportunity to expand your career path opportunities
- Visually, the new job is equal to or on the same level on an organizational chart as the former job
- May or may not report to the same manager

Lateral Career Transitions – Reasons To Consider

- Reduce burnout! Fun!
- Truly, there are limitations in promotion opportunities
- Change in career interests
- You are now more employable
- Increase network
- Saves the company money on hiring, recruitment
- Move a high-achiever (YOU!) into a department that has more room for continued upward growth!

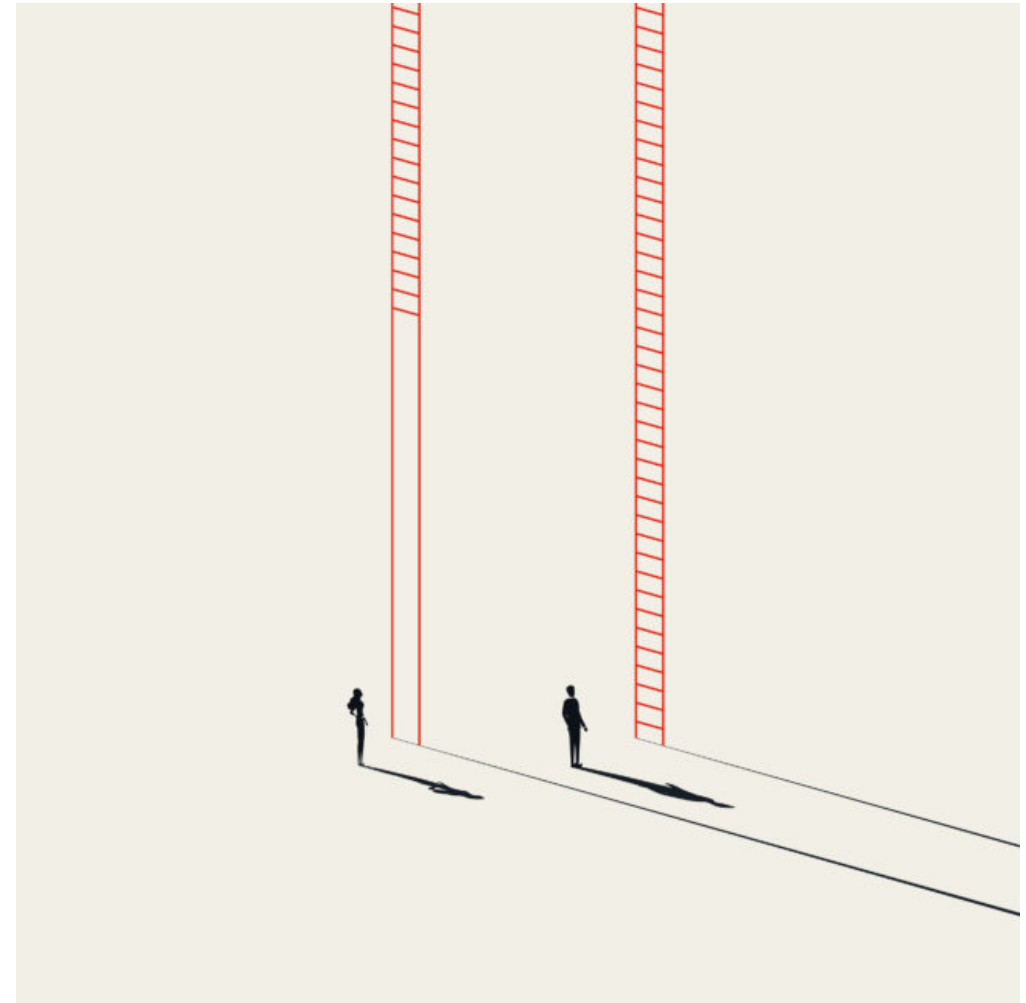


Considerations

- Pay is similar
- Not a “shiny” job.
- May have to endure ribbing from co-workers about going to the “dark side”

Lateral Career Transitions: TIPS

- Negotiation skills needed to get what you need
- Gender differences in startup packages
- Emphasize you are learning, ask for training
- WALK AWAY from lateral career traps (i.e., protected time but no resources to achieve goals, inadequate mentorship, short timeline to deliverables)
- Celebrate as if you were promoted. This is a new chapter!





Dr. Faith Pope, MD MBA
Assistant Professor, OB-Gyn
Patient Safety Scientist



“I don’t know much about your work... was it published?” –
Department Chair



Educating Gatekeepers and Decision Makers about YOU

- Executive summary
- Branding

Executive Summary

- Stands out from the rest of your resume
- Immediately highlights your success and summarizes your experience
- List your strengths in clear format
- Excellent first impression

What are Executive Recruiters Prioritizing?

- Candidates who can
 - bridge departmental boundaries
 - build vibrant teams
 - adept at managing budgets
 - bring a strategic, visionary eye to help their institutions adapt to health care's transformations
- Cultural fit and demonstrated leadership ability to effect change while showing the empathy required to support today's caregivers
- Reducing anxiety around finding excellent candidate through virtual interview process.
- Virtual leadership

"Nice girls don't ask, but smart women do. *Ask for It* provides the tangible tools and tips you need to get your fair share of the raises, promotions, and perks you've earned—and deserve." —Lois P. Frankel, Ph.D., author of *Nice Girls Don't Get the Corner Office*

ask FOR IT

How women can use the power of negotiation to get what they really want

LINDA BABCOCK
AND SARA LASCHEVER

Authors of Women Don't Ask

Negotiating

- Use your network to understand the resources you need
- Find time to talk to incumbent, if possible
- Consider how pandemic will impact logistics (is some of your new team remote, will you have COVID-related projects?)
- You are worthy of the salary & resources you need
- Consider coaching
- Get everything in writing



Thank you!

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