

# A Call to Program Directorship

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# Learning Objectives

- Identify and discuss the leadership skills and traits of an effective Physician Assistant Program Director.
- Discuss the rewards and challenges of academic leadership roles.
- Compare and contrast the role of a coach (boss) and mentor (true mentorship) in an academic environment.
- Identify strategies for career growth and mentoring in academia and understand the role that PAEA may play in that process.
- Develop an action plan leading to an academic career in the role of a Physician Assistant Program Director.

# Leadership Skills and Traits

- Management Skills
  - Institutional assessment
  - Negotiation and conflict management
  - Communication
  - Strategic thinking/planning
  - Financial stewardship
  - Team-building



# Leadership Skills and Traits

- Leadership Skills
  - Visioning
  - Knowing self
  - Mentoring
  - Building constituency
  - Challenging experience



# Leadership Skills and Traits

- Knowledge
  - Institutional governance
  - Legal and regulatory issues
  - Challenges and expectations of clinicians and educators
  - Process of clinician education



# Leadership Skills and Traits

- Attitudes
  - Commitment to the success of others
  - Appreciation of institutional culture
  - Patience with process



...Knowledge is  
power, if you  
know it about the  
right person

Ethel Watts Mumford  
19<sup>th</sup> century NY author

What do you enjoy

What do you prefer to avoid?

What are your skills and talents?

Why you? Why not?

Consider your motivation

Leadership begins with you.

## Rewards and Challenges

.....He ain't heavy, he's my brother.

Hollies, 1969

- Reward: Something given in recognition of service, effort, or achievement.
- Challenge: Things that are imbued with a sense of difficulty and victory. [www.merriam-webster.com/dictionary](http://www.merriam-webster.com/dictionary)

PA Program Directors:

Collaborate , Negotiate, Meet and Partner More



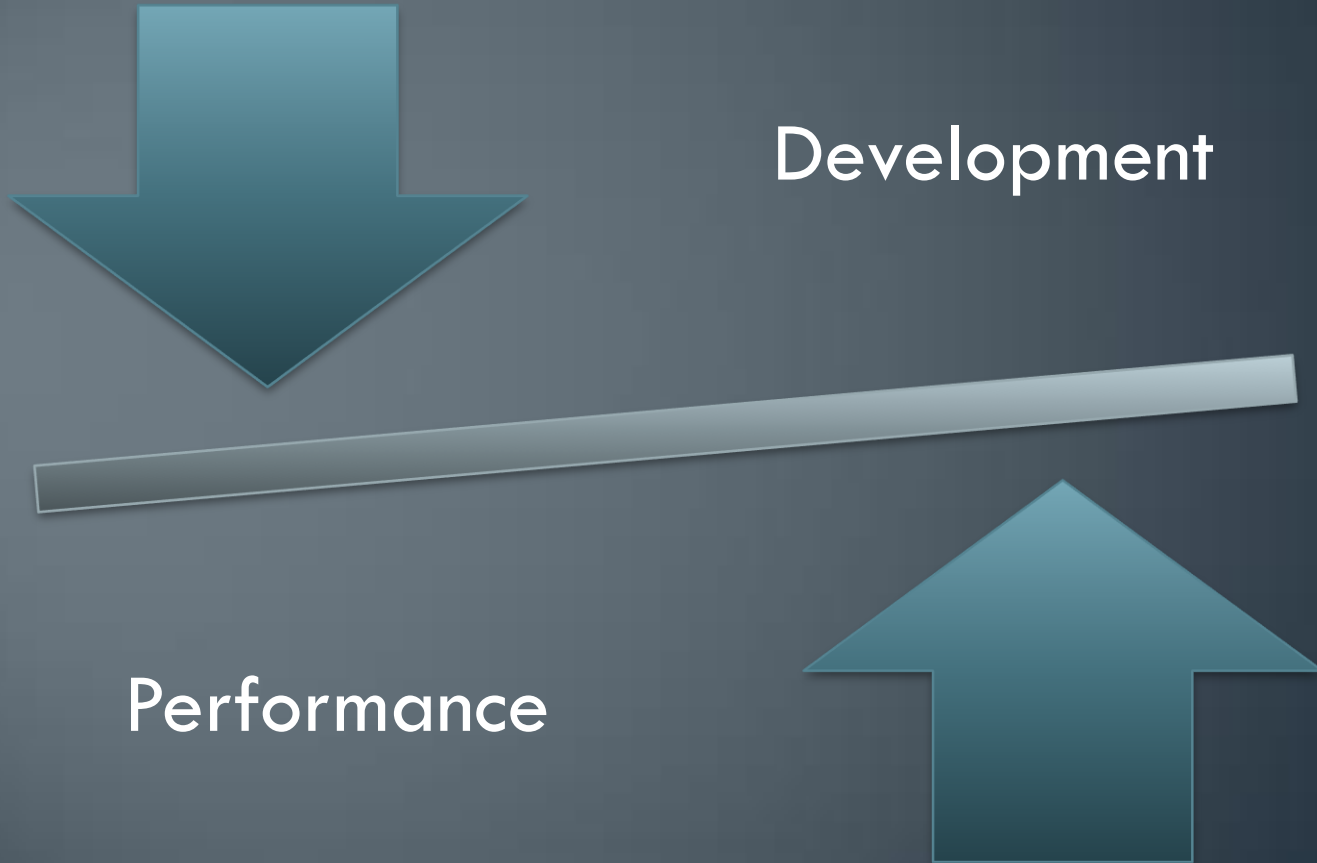


# *Academic Leadership*

## *Reflection on the rewards and challenges*

- Envision and Commit
- Assume responsibility
- Plan and Act
- Connect and Invest
- Assess and Analyze
- Meet More
- Navigate and Negotiate
- Use and protect resources
- Evaluate and Change
- Develop and Discipline
- Teach Less

# The Two Faces of Supervision



# Types of Supervision

- Professional Supervision
- Informal Supervision
- Managerial Supervision
- Remedial Supervision



# Coaching

- Form of supervision
- Defined as unlocking a person's potential to maximum their own performance
- Focuses is on a specific task and enhancing performance



# Mentoring

- Personal developmental relationship
- Guidance and support offered by a more experienced colleague
- Informal or formal
- Voluntary and confidential



# Selecting a Mentor

- Select a good role model
- Select a good listener
- Select someone who levels you
- Look for someone who is unlike you in some important way
- Be open to finding a mentor in unlikely places
- If the person does not know you approach that person with a brief letter of introduction
- Make personal contact
- Remember we are never too old to be mentored

# Strategies for Career Growth

- Define
  - What is my motivation?
  - Where am I going?
  - SWOT Analysis
  - Mentors



# Developing Competencies - Academic Stool

- Develop competencies
  - Teaching
  - Service
  - Scholarship





# Develop Competencies - Academic Roles

- Faculty/Instructor
- Academic Coordinator/Director
- Clinical Coordinator/Director
- Associate Director
- Research Coordinator/Director



# Academic Career Action Plan



Trueba, J. (12/01/08). The Career Development Plan - A Quick Guide for Managers and Supervisors. *National Career Development Association*. Retrieved Sept. 8, 2013 from <http://associationdatabase.com>

# Academic Career Action Plan

- Self-assess
  - Clarify governing values
  - Prioritize values
  - Identify strengths
- Be visionary
  - 10 years from now
  - Identify one, three and five year goals based on 10 yr trajectory
- Create experiences to achieve skills for goals
- Stay fluid and review often to assess and revise as necessary

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