

We, in the *Division of General Internal Medicine and Clinical Innovation (DGIMCI)*, are a dedicated, hardworking and diverse group of over 700 faculty members. Leadership and faculty are committed to supporting an environment of inquiry in which faculty can develop, flourish and succeed. This looks different to each individual as they develop careers in medicine. There are a multitude of opportunities for you to get involved in teaching, scholarship and leadership while strengthening and growing your clinical care skills. We hope you will use this as a guide to some of the opportunities for engaging in self-improvement and lifelong learning.

### Everybody's doing it!

You, your peers, colleagues, leadership – all engage in professional and career development. We support each other, creating a community of practice around professional growth and self-fulfillment.

### Forging your own path

The faculty in DGIMCI have diverse areas of interest and expertise. It is important to find your own niche and engage in relevant professional development as you develop your own personal career path. Meet with your Section Chief or senior clinician to learn about who's doing what and how you can get involved.

## Clinical Care

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Our goal is to improve the health of patients seen in diverse health care settings. To expand and strengthen your clinical skills:

- Attend DGIMCI and Department of Medicine Grand Rounds
- Join the NYU Educator Community
- Attend regional or national organizational meetings yearly
- Read our *DGIMCI Weekly* e-newsletter, which provides articles, opportunities for engaging in new clinical skills trainings (such as POCUS - Point-of-care Ultrasound), and listings of upcoming conferences with abstract submission deadlines.

## Teaching

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Our faculty are expected to teach and contribute to our community of scholars. We work in a place with a wealth of opportunities to expand your role as a clinician educator.

### Medical Students:

- Teach a Practice of Medicine course – Ruth Crowe, MD, PhD, Module Director
  - Bedside Instructor
  - Patient Longitudinal Ambulatory Care Experience (PLACE) Preceptor
- Participate in one of the DOM Clerkships – Michael LoCurcio, MD, Core Medicine Clerkship Director
  - Student Teaching Attending
  - Ambulatory Care Clerkship, Advance Medicine Clerkship or Medicine Clerkship

### Residents:

Patrick Cocks, MD – Categorical IM Residency Director  
Mack Lipkin, MD – Founding PC Director  
Jennifer Adams, MD – PC and Community Medicine- Brooklyn Co-director

- Be faculty for OSCE observation
- Lead seminars, journal clubs, morning report
- Mentor a resident for a research project

### Peers:

Develop and teach local CME lecture

### Education and Research Training Programs at NYU:

- Program for Medical Education Innovations and Research Grants Program (PrMEIR)
  - Merrin Master Clinician Fellowship Program – Michael Janjigian, MD
  - PrMEIR Innovation Grants Program
- Education for Educators (E4E) program for clinician educators to enhance teaching skills – Anne Dembitzer, MD
- Masters in Health Professions Education in partnership with Maastricht University

## Leadership and Service to Institution

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Look for ways to participate in service to the hospital and/or department/division. Speak to your Section Chief and coach about available committees and how to get involved.

- Serve on at least one committee while avoiding over-commitment
- Co-chair an internal committee
- Become Unit Chief
- Serve as program, course or clinical service director

## Scholarship and Research

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Our faculty engage in research to address challenges in improving medical education, disease prevention and chronic disease care among urban populations.

### Scholarship doesn't always look like traditional research:

- Hone your area of interest; identify a need and create an innovative clinical program or curriculum to address it
- Identify a case on the ward and mentor a medical student or resident through writing it up - submit it to professional organization's annual meeting
- Conduct a system quality improvement project
- Submit abstracts of your clinical innovations, vignettes and QI projects to annual meetings

### Local opportunities to present posters and oral sessions:

- Department of Medicine Research Day (May)
- NYU Quality & Safety Day (June)
- New York Chapter meetings of national organizations
- Medical Education Subway Summit
- NYU SOM Medical Education Innovations & Scholarship Day

### National opportunities to present posters, oral sessions:

- Society of General Internal Medicine (SGIM)
- Society of Hospitalist Medicine (SHM)
- American College of Physicians (ACP)
- National High Value Care Conference
- American Public Health Association (APHA)
- Diagnostic Error in Medicine

### Publishing: Peer reviewed versus not peer reviewed

At this point in your career, being first author on a publication in a MEDLINE peer reviewed journal may not be a reality. No matter – a number of journals have different types of publications with varying levels of review.

One example is our own *Clinical Correlations* (Neil Shapiro, MD), an online journal housed in the NYU Department of Medicine. Opportunities to contribute online articles, podcasts and other web-based educational content exist.

Another example is the American College of Physicians (ACP) – it publishes the ACP Hospitalist. Opportunities requiring only 400+ words include:

- Expert Analysis – article about the diagnosis and management of a specific clinical issue
- Brief Case – a clinical vignette
- Perspectives – a column reflecting a specific point of view about a current issue/topic in hospital medicine

### Establish Your Reputation Outside of NYU

National organizations represent your national peer groups. They are important for enhancing your education, staying current in your field and networking.

- Become a member of a national organization
- Become a reviewer for a journal
- Consider joining and becoming a leader for a regional or national organization's committee or interest group



# DGIMCI

Division of General Internal Medicine  
and Clinical Innovation

### Find Your Mentor Match

Mentorship is key to career success. You will be matched with a coach in your first year to help "show you the ropes". Your coach and Section Chief also can help guide you through finding a mentor. Take the first step - reach out to one or more of our seasoned faculty who are here to help you define your career goals, identify steps to achieve those goals and learn from their experience in finding the a work-life balance.

### Suggestions for selecting a mentor(s):

- Mentors do not need to be your direct supervisor; they may be at your faculty appointment level
- Select 1-2 people whose strengths, skill sets, contacts, and expertise complement yours and meet your needs
- Consider seeking out a mentor from another site (if you work at Bellevue, perhaps look for a mentor from Tisch or VA)

### Your role as the mentee:

- Be the one who directs the mentoring relationship
- Self-preparation
  - Clarify your personal and professional values, work style and motivations
  - Develop career goals – 3 months, 1 year, 5 years
  - Clarify and identify your needs – i.e. knowledge and skill gaps; what you want from mentoring
- Be in communication – send out summary after meeting
- Prepare agendas for meetings – note milestones/achievements
- Learn about your mentors (as they will be learning about you)
- Recognize if one or more of your mentors is not working out – discuss replacement – formal mentors may change over time

### Promotion... why talk about it now?

You just got here, why should you be thinking about promotion? As you develop your area(s) of interest, you will naturally become involved in clinical, teaching and leadership roles within those areas. What you need to do now is document, document, document!

Start now by making a list of all the lectures, journal clubs, precepting you do. As you build mentoring and advising relationships with students and residents – add them to your list. Did you present a poster at Department of Medicine Research Day? Or a national organization's annual meeting? – add it to your list.

NYU School of Medicine has a CV template. Download it from the Faculty Affairs website at [www.nyulangone.org](http://www.nyulangone.org), click on the Education and Research Tab and then click the "Faculty" link. The CV template is an excellent place to start listing your accomplishments.

### For more information or with any questions contact:

- Heather Levitt, Program Manager, DGIMCI  
[heather.levitt@nyumc.org](mailto:heather.levitt@nyumc.org) • 212-263-2938
- Sondra Zabar, MD, Director, DGIMCI  
[sondra.zabar@nyumc.org](mailto:sondra.zabar@nyumc.org) • 212-263-5184

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