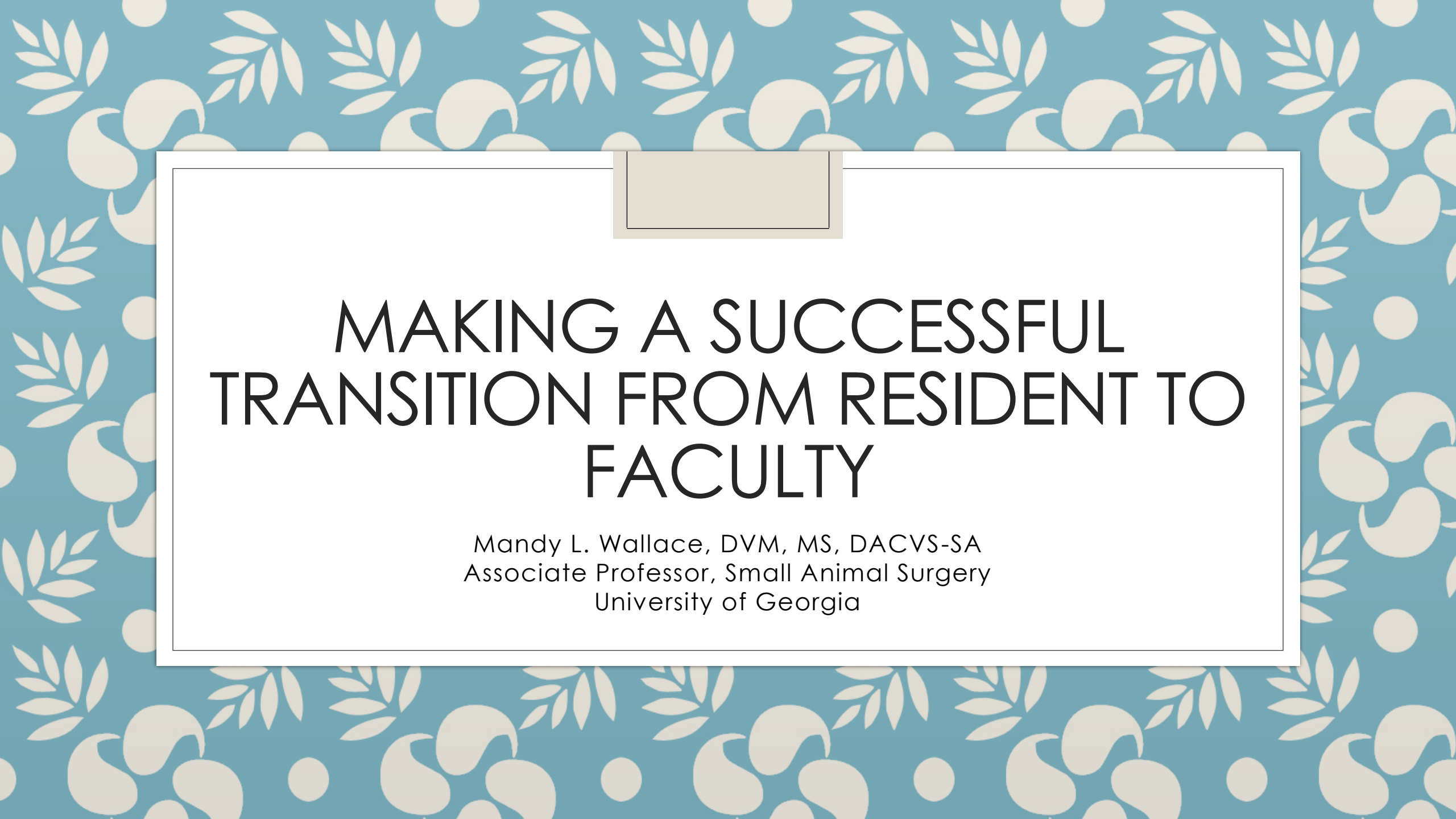
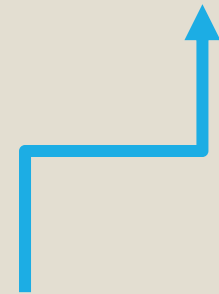
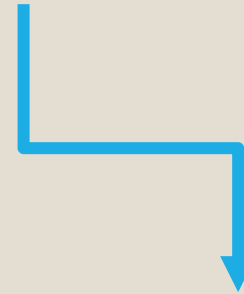
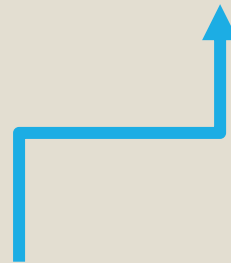
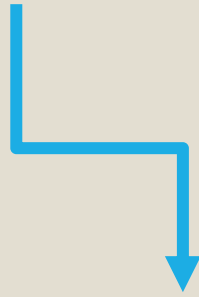




MAKING A SUCCESSFUL TRANSITION FROM RESIDENT TO FACULTY

Mandy L. Wallace, DVM, MS, DACVS-SA
Associate Professor, Small Animal Surgery
University of Georgia



Finding the Right Fit

- Starts at the interview
- Supportive team
 - Do you feel like you can work with this team for many years?
 - Are they invested in your success?
 - Mentorship
- Department chair and senior faculty
 - Invested in your success?
 - Support for junior faculty (grants, mentors, development opportunities)



While you are still a resident...

- Attend any training that interests you and would be applicable
 - Clinical training courses
 - Clinician Scientist Training
 - This conference!
- Watch your faculty members
 - How do they balance work on clinics and off clinics
 - Research
- Work on research ideas, abstracts, grants, etc.



First Week as a Faculty Member

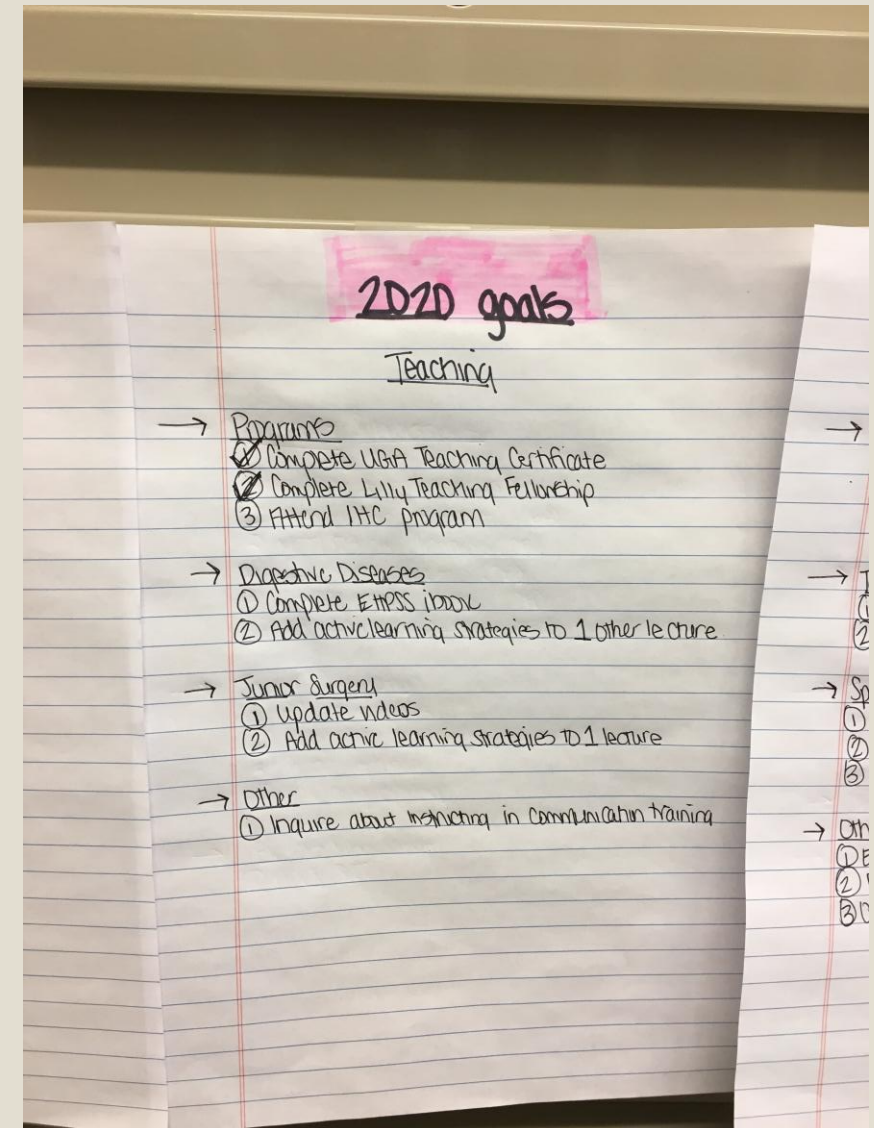
- You will feel lost a little bit
- Typically–
 - Lots of orientation, training, etc.
 - Empty office
 - Wondering what in the world you are supposed to be doing???
 - THIS IS OK!
- Good time to make goals for the next year!
- Can be a good time to get to know some people as well





Goal Setting

- Can help focus you on tasks you can work toward when you are not sure what to do
- Can help you stay on track for promotion and/or tenure requirements
- Prevents you from straying too far from your plan
- Great for starting conversations with your faculty mentors!



Goal Setting Exercise

- SMART goals
 - Specific
 - Measurable
 - Achievable
 - Relevant
 - Time-Bound
- 1-3 per area
- Organize by the areas of your EFT
 - For most new faculty members–
 - Service/Clinical Duty
 - Teaching
 - Research

Example Goals

- Research
 - In 2026, my research goal is to submit 1 internal research grant for my intended research project evaluating genetic factors associated with poor prognosis in dogs with extrahepatic portosystemic shunts
- Clinical Duty
 - In 2026, my clinical duty goal is to perform 3 laparoscopic cholecystectomies in dogs with non-obstructive gallbladder mucoceles.
- Service
 - In 2026, my service goal is to give one continuing education presentation to a local VMA group, local pet owner group, or a student club.
- Teaching
 - In 2026, my teaching goal is to add one active learning technique during each lecture.



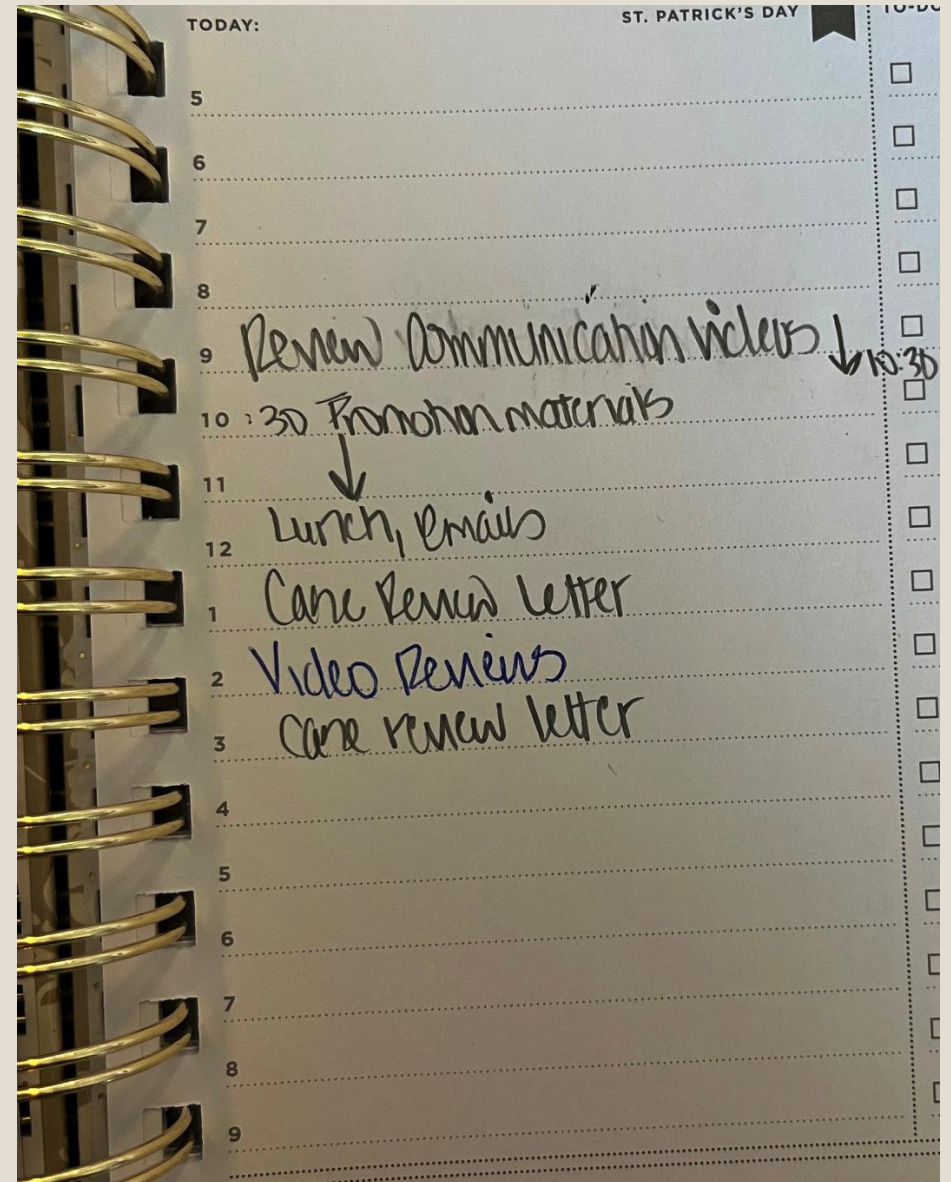
GOAL SHARING
TIME!

Goals

- Set aside time to do this at the beginning of each year.
 - May use annual evaluation documents or review to help guide these.
- Put them somewhere you can see them!
 - Hanging in your office or on your computer where you are reminded of them daily
- Check them off when you complete them.
 - Celebrate the achievement of completing your goal!
- Can revise these at any time
 - Mid-year, monthly, etc.

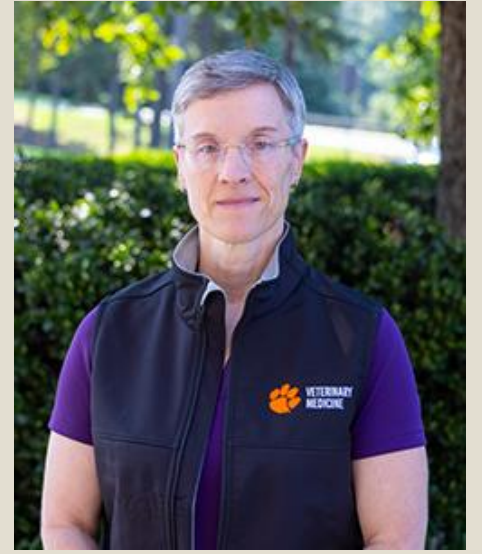
Time Blocking

- Another tool for monitoring your time output on different tasks
 - Are you putting too much or too little time into certain tasks based on your EFT?
- Keeps you from straying onto other tasks rather than focusing on current task
- Set aside time to do this on Friday, Sunday, or Monday for the upcoming week
- *Note: I do not do this on clinic weeks.*



Mentors

- The single greatest resource you can have a a new faculty member... if you use them
 - Find out if these are assigned in your department
- Can help keep you on track toward promotion and/or tenure
- Can help you say NO!
- Recommend meeting at least twice yearly
 - Schedule meetings with them either separately or together
 - Come with an agenda
 - Can be your goals list
 - Questions you have for them
 - Get their thoughts on your progress



Clinics

- Transition from resident to faculty can be challenging!
 - Shadowing?
- Moving from a primary do-er to a primary overseer
 - Similar to chief resident blocks
 - Less direct interaction with each case/client/etc. → More overall responsibility



Clinics

- Remember that you sometimes do have to be selfish with cases
 - You are still learning too in many ways
 - You need to be comfortable doing something before you can teach someone else
- Can be tough for residents, nursing staff, other services, other faculty too
 - Different ways of doing things, different experiences coming in
 - It is ok to do things your way!
 - Also ok to see new ways and like that way better.
- Can be easy to focus too much attention on clinics
 - Try to set boundaries when you are off clinic duty to work on other important job duties



Teaching

- One of the most rewarding parts of academia!
- Many resources available for gaining teaching experience
 - Teaching fellowships on campus
 - Teaching certificate programs through your veterinary college
 - Teaching workshops (at the vet college or through main campus)
 - SEVEC (Southeast Veterinary Education Consortium)
 - Teaching conferences
 - VetEd AAVMC

Teaching

- Peer Review of Teaching
 - Formal programs
 - May be used as part of promotion and tenure packets
 - Informal evaluation
 - Have mentors watch you give lectures and give feedback
- Informal shadowing
 - Watch experienced educators give lectures
 - Can learn different techniques and things that may or may not work for you

Teaching

- Writing new lectures
 - Will take you much longer than you anticipate
 - Can update yearly (much less time)
- Ask if there are expectations for a number of contact hours for your teaching EFT percentage in your department
 - Understand what counts as a contact hour
 - Many integrative sessions/labs only count as ½ contact hour per hour
- Do not overcommit to teaching responsibilities

A note on student evaluations...

- Not completed by many students at many institutions so the feedback is limited.
- Information can be very useful if the feedback is constructive
 - "Dr. Wallace talks to fast"
 - "Dr. Wallace has too many words on her slides"
 - "Dr. Wallace doesn't have enough on her slides"
 - Also can be contradictory
- Do not let this affect your mental health!
 - If you can't look at them directly, ask a mentor to look at them and summarize for you.

Research

- Easy to focus on this too much or too little
- Start-Up Funding
 - Understand the requirements and timeframe for using the funding
- Have projects in various stages
 - Short-term, Medium-term, Long-term
 - Allows for continued productivity
- Student and intern research projects
 - Be careful with these
 - May not complete them after they graduate/program is over

Research

- Understand the expectations for your research EFT
- Collaboration!
 - Find more experienced faculty members who share interests with you
 - Work together for grants, larger projects, etc.
- Other funding
 - Grant writing workshops
 - Clinician Scientist Training Workshop
 - Know if you need external funding or not
 - Always nice to get it but different if it is required vs. not

Service

- Can commit to WAY too much here early in your career
- Committees, journal article reviewing, mentoring students/interns/residents
 - All great things!
 - Can take up a lot of your time if you overcommit
- Protect your time!



Service

- Discuss with your mentors before volunteering or saying yes to any service commitment
- Ask questions about the tasks involved in that committee and the time commitment necessary
 - May only require attending one meeting every month or may require several hours of your time every week or month
- Is there an expectation from the department?
 - May be required to sit on one departmental committee
 - May be expected to participate in a certain number of search committees, etc.

Promotion and Tenure

- KNOW YOUR DEPARTMENTAL REQUIREMENTS!
 - Cannot stress this enough
 - If there is a number of required publications– you must ensure that you are going to meet or exceed that
- Know what the timeline is
 - Some P&T “years” start in January, others in August
- Ask about 3rd year review
 - Can be very helpful to know if you are on track or where to adjust moving forward



TRUST YOUR TEAM,
KNOW YOUR
RESOURCES

Enjoy your life!!



Questions?

- Email: MANDYWL@UGA.EDU