

## Setting Up for Success: *A How-To Guide for Life After Fellowship*



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## Learning Objectives

- Identify strategies for achieving success as junior faculty members and describe common obstacles and pitfalls that may be faced in early career.
- Create tailored resumes and CVs that effectively highlight clinical, research, and teaching experience, ensuring competitiveness in both academic and clinical job markets.
- Demonstrate proficiency in interviewing techniques and salary negotiations that will enable fellows to confidently navigate job offers, articulate their value, and secure competitive compensation and contract terms.

# The Job Search Process and Early Attending Life

Debanjan Pain, MD MSCE  
Assistant Professor  
MD Anderson Cancer Center

# My Faculty Position



Clinical



Research

# Outline



FINDING THE RIGHT JOB



NEGOTIATING WHAT YOU  
PRIORITIZE



SUCCEEDING IN THE FIRST  
FEW YEARS ON THE JOB

# Step 1: Write a Cover Letter and CV

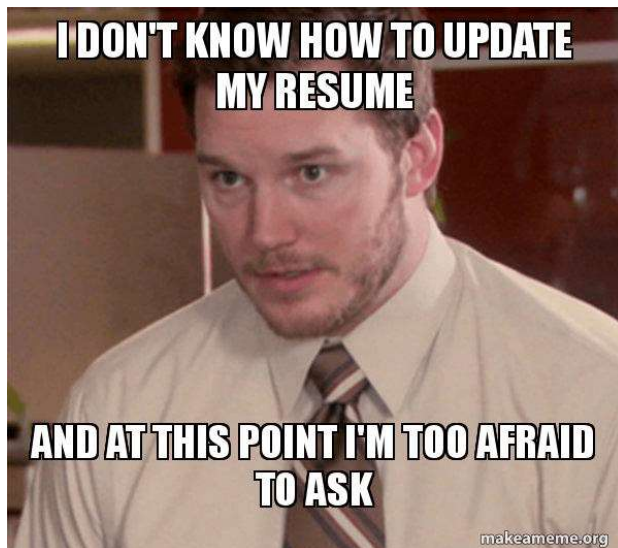
## Cover Letter (Institution Letterhead)

- Intro: note graduation date, an interest in a clinical or research track, and any specific disease types
- Paragraph 2: highlight 1-3 experiences prior to fellowship
- Paragraph 3: highlight 1-3 significant experiences during fellowship
- Paragraph 4: include your plans over the next few years and particular attractions about the institution

## CV

- Make it clean
- Tailor it to the position you seek
- Add recent publications and presentations

## Example CV & Resume



[Example Resume \(Kubal\) - Word Document](#)

[Example CV \(Kubal\) – Word Document](#)

Click  here!

## Step 2: Identify Practices



Network with  
faculty at  
conferences  
(academic,  
community)



Search an  
institution's  
job postings



Ask Program  
Director to  
forward  
emails from  
recruiters



Ask trusted  
faculty about  
potential  
openings



Reach out to  
recruiters



## Step 3: Communicate Your Interest

Email your cover  
letter and CV  
(you or Division Chair)

Upload your  
documents to job  
postings portal

# The Process

Meet with  
recruiter

Meet Division  
Chair

Faculty  
interviews

In-person  
visit

# Important Considerations

- Institutional culture
- Departmental support
- Support in clinic
- Number of half days of clinic for 1.0 FTE
- Inherit someone's clinic vs. seeing new patients
- Inpatient expectations
- Compensation (salary, relative value unit [RVU] based)
  - Expected annual RVU
  - RVU conversion rate
  - Excess RVU rate
- Protected time for medical education, quality improvement, research
- Non-compete clause

# The Benefits Package

Start date

FMLA /  
Maternity and  
paternity leave

Paid time off

Health  
insurance

Disability  
insurance

Retirement  
package

Parking /  
transportation  
pass

Malpractice  
insurance

## Economic Considerations

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Boards coverage

---

Medical license coverage

---

Start-up package for research

---

CME fund (does it rollover to next year?)

---

Relocation stipend (lump sum? taxable income?)

---

Sign-on bonus

---

Loan forgiveness

## Tips For Negotiation



Make a list of your priorities



Connect with junior faculty at  
the institution



Utilize your network

# The First-Year Attending



Imposter Syndrome



Experience



Efficiency

# Survival Guide for the First Few Years



Text thread with your peers to discuss clinical questions



Meet with an EMR staff to configure your template



Utilize your mentors (from fellowship and new job)



Discuss potential opportunities with primary mentor



Develop relationship with a life mentor



# My Take-Away Messages

1

Reflect on what feels most important to you over the coming months

2

Recognize that there is no perfect job → you make it into your perfect job

3

Understand that the first few years may be challenging

4

Utilize your support system to ease the transition



**2025 Oncology Fellows Program:  
New Horizons in Quality Cancer Care™**

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# Navigating Mid Career “Roadblocks”

**Juskaran S. Chadha, DO**

*Moffitt Cancer Center*

## Outline – Mid Career “Roadblocks”

Your Identity

5 Roadblocks

Take Home Points



**Your Identity?**

# Roadblock 1 “Saying Yes”

- **Early Career**
  - Say yes, write everything down, cast a wide net
  - Patient care, publications, speaking engagements, clinical trials, committees etc
- **Build a narrative (time to reel it in)**
  - Build an expertise, differentiate yourself
  - Start saying no



## Roadblock 2 “Perfection”

- **Patient ownership/clinical expectations**
- **Develop and refine your system**
  - Your processes/steps to achieve desired results (e.g. clinic)
  - Meet deadlines
- **Maximize your success (choosing the right path)**
  - “Align your ambition with your ability” – James Clear
  - Private Practice, Clinical Investigator, Hybrid, R&D, Admin etc



Clear, J. (2018). Atomic habits: An easy & proven way to build good habits & break bad ones.

## Roadblock 3 “Too Comfortable”

- **Stagnation**
  - Lack of growth, reduced creativity and opportunity
- **Caught off guard**
  - Staffing, recruitment
- **Lead the change**
  - Lead it yourself from the frontline, then a build team and repeat
    - “Hybrid” Oncologist
    - Inpatient service



## Roadblock 4 “Promotion/New Title”

- **New promotion honeymoon period** ➔ **reality**
- **Diversity** = different priorities, metrics, beliefs
  - Social complexity at work >> how to handle? >> Solution\* driven
- **Relationships (working, lateral)**
  - Mid-levels, department leaders
  - Other departments (different then your technical skill)
    - e.g. Multi-D integration, Social Services, Clinic Resources
- **Knowledge (No Substitute)**
  - Primary >> industry, department, people, individual tasks
  - Secondary >> downstream impacts
- **Bridge the gap! (formal leader vs actual)** ➔ **credibility, influence**



Kotter, J. P. Power and Influence: Beyond Formal Authority. New York: Free Press, 1985



## Roadblock 5 “Burnout”

- **Reframe your mindset**
  - Daily Tasks – “I have to >> I get to”
  - New Experiences – “Either I will win or learn”
- **Sociability, team building events**



## Take Home Points

**What is your identity?**

**Start saying “No” !**

**Develop/continuously  
improve your  
systems**

**Change is inevitable  
(only constant is  
change)**

**Bridge the gap**

**Reframe your  
mindset**

# Setting up for Success

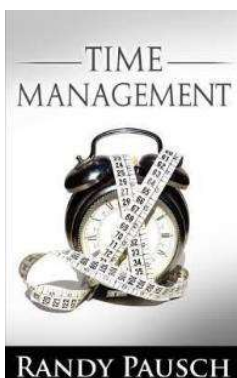
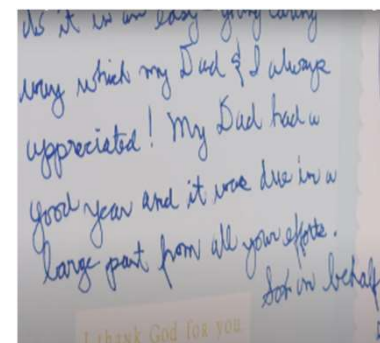
**Renuka Iyer, MD**  
**Professor of Oncology**  
**Vice Chair, Faculty Development**  
**Section Chief GI Oncology**  
**Medical Director, Roswell Park Care Network**

Roswell Park Comprehensive Cancer Center, Buffalo, NY

# 1. TIME MANAGEMENT- set goals and expectations



- \*Health- Family #1
- \*Patients are the most important part of your job- value their time
- \*Your deadline is before everyone else if you are a mom
- \*Collaborators/ mentees know when to submit their abstracts/ grant drafts for review



- \*Randy Pausch- Time management lecture  
Maximize time, minimize interruption, planning, filing, how to hangup on telemarketers, work-life balance, treat your people well, use technology that helps, your to-do list should have priority ordering
- \* Clarify job expectations - cFTE/ RVU, inpatient, research, administrative - avoid burnout



## 2. COLLABORATE AND GROW YOUR SKILLS

### Curiosity- Networking- Continue learning

#### Meet the PI



Rolf Brekken, Ph.D.

Dr. Brekken's laboratory studies the tumor microenvironment. His group is particularly interested in anti-angiogenic therapy and how it affects the microenvironment of tumors. Relevant and robust modeling of pancreatic and breast cancer are also key aspects of studies in the Brekken Lab. Current studies in the laboratory focus on the function of matricellular proteins (SPARC and fibulin-5) in pancreatic cancer and the biology of anti-VEGF therapy with a focus on resistance mechanisms and hypoxia-induced tumor progression.

[View Biography](#)

\*Ask questions during grand rounds, attend seminars in departments that are funded, collaborate with people who publish in high impact journals

\* Social media opportunities

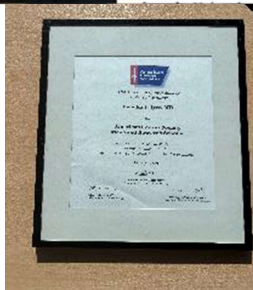
\*Organizations who excel have what others don't- 3X more positive outliers- learn from those who have done it



@ Supriyapeshin  
@oncbrothers  
ASCO VOICES



### 3. MENTORS AND TEAMS are key



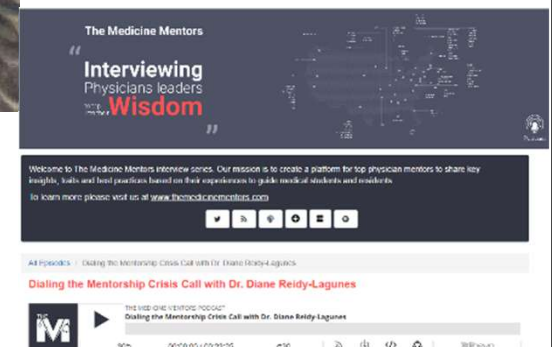
NANETS CTSI Awardee 2023-  
Abhay Singh, Cleveland Clinic  
Leukemia Faculty  
NANETS BTSI 2024- Victor  
Fernandes, U of Wisconsin,  
Radiation Physics, Post Doc

\*Specialty and distance  
matters less, commitment  
matters more

\* Diversity is key to innovation

\*Pay it forward

\*You can help in just 15  
minutes if you know how



Medicine mentors podcast- Dr.  
Kush Gupta



## 4. PROMOTIONS- and advocating for leadership positions/raise

- \*Understand the process
- \*You only control the way you present your work, not the outcome
- \*Start early, periodically check in
- \*Update your CV and your achievements
- \*Ask to be invited to local meetings to present, volunteer to be on planning committees
- \*Service – on fundraising and other community networking events
- \*DEI- If there are unconscious biases, build advocates to amplify your candidacy, use data to make your case

EVEN THE ROCKIEST ROADS LEAD SOMEWHERE!



### COMPENSATION BY REGION

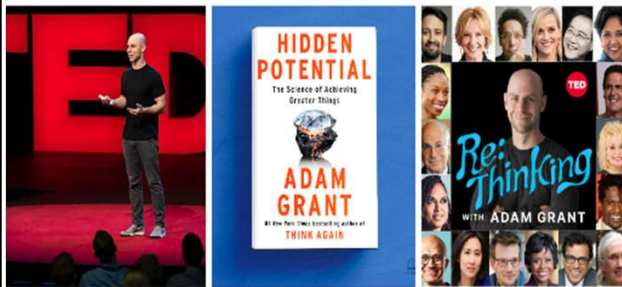
TOP FIVE HIGHEST- AND LOWEST-PAYING STATES FOR MEDIAN TOTAL COMPENSATION, BY PROVIDER TYPE				
	Primary care	Surgical specialist	Nonsurgical specialist	APP
Highest-paying	Mississippi	South Carolina	Mississippi	Nevada
#2	South Dakota	Alabama	New Mexico	California
#3	New Mexico	Mississippi	South Dakota	Nebraska
#4	South Carolina	Florida	Florida	Pennsylvania
#5	Montana	South Dakota	Texas	Alaska
#47	Rhode Island	Georgia	Iowa	Indiana
#48	District of Columbia	District of Columbia	Missouri	Maine
#49	Maryland	Kentucky	Kentucky	Alabama
#50	Wyoming	Montana	District of Columbia	Delaware
Lowest-paying	Alaska	Wyoming	Alaska	District of Columbia
RANGE BETWEEN HIGHEST- AND LOWEST-PAYING STATES				
	\$252,379	\$504,277	\$508,468	\$67,118

Source: 2024 MGMA DataDrive Provider Compensation (based on 2023 data)

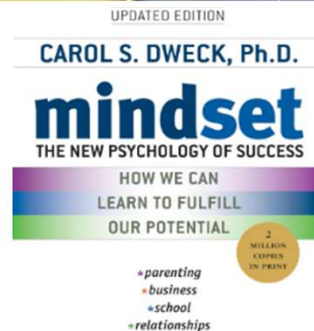
## 5. GRIT: It's a marathon.....Find what excites you and pursue it

About Speaking Writing Adam Grant Books Podcasts Quizzes

Organizational psychologist and bestselling author



Be open to new ideas  
Embrace humility and curiosity  
Test your assumptions



Those with fixed mindset seek approval  
Those with a growth mindset seek development  
- Fixed avoid difficulties, growth seek them



**Freeman Dyson:  
60 year job**

1. Why do you work?
2. What are the differences in the first ½ and second ½ of your career?
3. What advice do you have for those starting now?





National Comprehensive  
Cancer Network®

# NCCN Member Institutions



## Who We Are

An alliance of leading cancer centers devoted to patient care, research, and education

## Our Mission

To define and advance quality, effective, equitable, and accessible cancer care and prevention so all people can live better lives

## Our Vision

Access to high-quality, high-value, patient-centered cancer care for all people globally



[NCCN.org](https://www.nccn.org) – For Clinicians | [NCCN.org/patients](https://www.nccn.org/patients) – For Patients | [Education.nccn.org](https://www.education.nccn.org) – CE Portal