

Habits and Hacks from Hopkins (H³)

An eBook from the Faculty Factory Community





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Tina Tran, MD
Donna Vogel, MD, PhD
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About



The Habits and Hacks from Hopkins (H³) was a Faculty Factory Podcast series of interviews with faculty from the Johns Hopkins School of Medicine that took place from January 2021 through December 2021. The series explored the habits, hacks, practices, routines, and tips to encourage and inspire personal and professional joy and success in academic medicine.

If this eBook is of interest to you, please consider reading the first eBook released from the Faculty Factory, "Snippets for Success."

We also encourage you to visit FacultyFactory.org to learn more!





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Habits and Hacks

with Alejandro V. Garcia, MD, FACS, FAAP



Quote to Remember

"You have to have some selfishness when it comes to protecting your time."

Top Takeaways

1. Dr. Garcia noticed that one of the biggest sources of stress he had was the constant notifications on his phone and smartwatch. It made a dramatic change in his life to turn most notifications off.
2. You don't have to reply to emails immediately. People will adapt and be okay with that.
3. Mindfulness is key. When feeling a lot of stress and anxiety, it's helpful to slow down and do something calming like going for a walk or taking an extra lap around the hospital.
4. Dr. Garcia realized the importance of slowing down, being aware of his surroundings, and taking the time to enjoy simple things like the taste of a good cup of coffee.



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Habits and Hacks with Divya Srikumaran, MD



Quote to Remember

"As educators we like to repeat ourselves when things aren't going well, but saying something over again and louder, really doesn't work, you have to stop and really think about why this isn't working the way you want it to."

Top Takeaways

1. Dr. Srikumaran describes the wonderful benefits of living in a multigenerational household.
2. Coordinating logistics with her family at home has transferred to practical team-building skills that Dr. Srikumaran has implemented in her professional life.
3. Look within your extended family, or community-based organizations, for opportunities to build relationships with folks beyond immediate family.



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Habits and Hacks with Julia Johnson, MD, PhD



Quote to Remember

"I think what Slack does well is combine key features of many different tools into one platform."

Top Takeaways

1. Dr. Johnson has found great success utilizing Slack (an internal communications software) in her professional life.
2. Slack allows for ready dissemination of materials to collaborators and colleagues and is organized by so-called channels, which can be customized.
3. Slack can be linked to a number of other applications, including Google Docs, Dropbox, and Google Calendar.
4. Slack is frequently used at conferences that faculty regularly attend. Dr. Johnson discusses a conference she attended where slack was used as a live tool to disseminate information.



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Habits and Hacks with Amir Manbachi, PhD



Quote to Remember

"I've realized over the years that there's merit into not being the smartest person in the room, so I have a habit of surrounding myself with people who are smarter than me."

Top Takeaways

1. Dr. Manbachi reminds us that it is very important to keep improving yourself and learning every single day.
2. According to Dr. Manbachi, life is going to throw curveballs at us so we have to be ready.
3. Dr. Manbachi says it was important to realize that writing is his job and he should be doing it every day.
4. Getting up every day and meditating for about 15 minutes can have a massively positive impact on our life.
5. Professional development seminars can change your career and life.



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Habits and Hacks with Lauren E. Benishek, PhD



Quote to Remember

"Make sure that not every single meeting on your calendar is completely soul-sucking and draining."

Top Takeaways

1. Dr. Benishek is an organizational psychologist. Essentially, an organizational psychologist takes psychological theory and puts it in the workplace to make better environments for the folks who must operate within them.
2. Learn to embrace the idea of “productive procrastination.”
3. It is super important to schedule fun meetings on your calendar.
4. Do not let email run your life! Check it once or twice a day.



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Habits and Hacks with Andrew Demidowich, MD



Quote to Remember

"I'm not touching my phone until I've finished 10-15 minutes of 'me time' to start this morning."

Top Takeaways

1. It's much more effective and realistic to set aside 20 - 30 minutes of writing time per day rather than trying to write in unsustainable 4-hour time periods.
2. Increased frequency and shorter durations is the key to building a strong scholarly writing habit.
3. Getting warmed up through stretching or doing yoga has helped Dr. Demidowich get his brain going in the morning.
4. When Dr. Demidowich is at his computer, he is either fully focused on email, or he will not have his email app opened at all. Otherwise, he finds it to be too distracting to have emails pop-up while he is working.



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Habits and Hacks

with Stephen T. Wegener, PhD, ABPP



Quote to Remember

"Listening demonstrates that you value other people."

Top Takeaways

1. Dr. Wegener discusses communication strategies with colleagues, mentees, and at home. It includes open-ended questions, affirmations, and summaries. He adds, "It's universal because it works in so many different situations."
2. For those of us in mentoring situations, we want our mentees to feel empowered, and listening is one way to do that.
3. Listening to someone does not say that we necessarily agree with them, it says that we value what they are saying and we want to understand it.
4. When you focus on listening, you begin to see, perceive, and understand the other person's perspective. As a result of this, the other person will likely feel valued.



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Habits and Hacks with Gabriela Cantarero, PhD



Quote to Remember

"If you are physically fit, you are better adept at being able to do your job right."

Top Takeaways

1. Dr. Cantarero reminds us that taking consistent and regularly-scheduled breaks from your work can make you more productive.
2. Creating "positive reinforcement loops" for projects and tasks has helped Dr. Cantarero stay focused and productive while working from home.
3. Staying physically active and fit can actually help you do your job better.



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Habits and Hacks

with Vaninder K. Dhillon, MD, FACS



Quote to Remember

"As someone that's been a patient, I know it's nice when the doctor is looking at you, sitting with you, and talking with you rather than sitting behind a computer."

Top Takeaways

1. Dr. Dhillon always tries to save 5 - 7 minutes at the end of seeing a patient to walk into her office and write down notes about the clinical encounter. It helps her be more present with patients and avoid long nights at the office after the clinic closes.
2. Dr. Dhillon describes her detailed approach to building a meaningful relationship with her patients in a way that goes beyond sitting at a computer and filling in templates while in clinic.
3. What has helped Dr. Dhillon maintain a strong mental focus over the years has been building a habit of always doing something active when she gets home from work (e.g., taking a run, fitness class, or walking).



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Habits and Hacks

with Charlene E. Gamaldo MD, FAAN, FANA, FAASM



Quote to Remember

"When a Zoom call isn't necessary, let's try to do an email or a phone call."

Top Takeaways

1. Dr. Gamaldo discusses the neuroscience behind why Zoom calls are so mentally draining. She offers advice on what can be done to mitigate Zoom fatigue.
2. An email or a traditional phone call can be less energy-draining than a Zoom call; not everything needs to be a Zoom call.
3. Try to take meetings or Zoom calls when you are outside or by a window so you can take in a little extra sunshine and Vitamin D.
4. When possible, shrink 1-hour meetings to 50 minutes to allow folks to recharge when facing back-to-back Zoom meetings.
5. On Zoom calls, grant overt permission for camera breaks or designate camera break times to allow for reflection and processing without video distraction or to just intermittently give participants a camera respite.



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Habits and Hacks with Meghan Berkenstock, MD



Quote to Remember

"At the end of the day, you have to hold yourself accountable and that is the biggest motivating factor for me."

Top Takeaways

1. Dr. Berkenstock saw fewer patients during the early phase lockdowns of 2020; this led her to engage in more research efforts with the extra time.
2. Dr. Berkenstock started a Writing Accountability Group (WAG) with her colleagues. It was helpful in sustaining her increased writing productivity.
3. Having multiple mentors, or even a team of mentors, can be useful for professional growth and promotion.
4. Networking can create fruitful relationships on both a personal and professional level.
5. Staying organized and prioritizing is what helps Dr. Berkenstock stay very productive.



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Habits and Hacks with Zainab Obaidi, MD



Quote to Remember

"The first thing is to acknowledge this is happening, and there's no running away from it, so let's make the most of it."

Top Takeaways

1. Finding joy at work through making connections with patients and colleagues can be really beneficial to our general well-being.
2. Dr. Obaidi encourages us to start honest conversations with our patients and colleagues by simply asking how they are handling the pandemic.
3. As healthcare workers, we have a natural inclination to take care of others, but we also must remember to take care of ourselves.



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Habits and Hacks with Lorraine T. Dean, ScD



Quote to Remember

"One of the areas that I see many people fall down in early on is not establishing good collaborations."

Top Takeaways

1. Faculty should avoid trying to lead every initiative and adopt a more collaborative and team-oriented approach to papers, grants, etc.
2. Dr. Dean found it very helpful to track her writing output in a spreadsheet to increase writing productivity.
3. Dr. Dean recommends leaning on the support of senior faculty and peer mentors to "get in the know" about resources and support to set yourself up for success.
4. Key stress-relievers for Dr. Dean: Getting at least one form of exercise every day and meditating with the Calm App.



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Habits and Hacks with Tina Tran, MD



Quote to Remember

"We've all heard of the phrase, 'fake it until you make it,' but I have never been someone who could fake it."

Top Takeaways

1. Dr. Tran describes the importance of attending events and conferences to expand your leadership and collaboration opportunities.
2. Advocating for yourself is extremely important!
3. Dr. Tran is a self-described introvert, and she utilized many different skills to secure leadership positions.
4. To overcome her apprehensions about public speaking, Dr. Tran started small and then built her way up to larger and larger speaking engagements.



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Habits and Hacks with Zahra Maleki, MD, FCAP, MIAC



Quote to Remember

"Everybody should have their own routine."

Top Takeaways

1. According to Dr. Maleki, planning, preparation, and being organized/well-disciplined are the elements to success.
2. You have to be able to pivot or transition to a new path when you hit a hiccup in the original plan.
3. Dr. Maleki says she is a big believer that we can accomplish so much more when we work as a team.
4. You have to try to make real connections with your teammates or colleagues; take the time to celebrate the good and show genuine concern when things are not going well for them.



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Habits and Hacks

with Alexis S. Hammond, MD, PhD



Quote to Remember

"I've definitely been really focused on my self-care outside of work so that I can be happy and have the energy to be productive at work."

Top Takeaways

1. Dr. Hammond has found it very beneficial to use free time she has on the weekends and evenings to be productive outside of academia. This includes reading about financial literacy.
2. Building meditation into her daily routine has been important. Dr. Hammond's advice is to be kind to yourself when you meditate as it is normal for your mind to wander while you do it.
3. Limit your media consumption before it overwhelms you, especially during times of high stress.



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Habits and Hacks with Shameema Sikder, MD



Quote to Remember

"Ultimately, if you are saying yes to different projects, it means that eventually you're going to be saying no to something else."

Top Takeaways

1. Dr. Sikder has a "go-to" habit of making lists. It has been critical in helping her balance the demands of work and home life.
2. Making maximum use of a calendar is key to staying organized. For Dr. Sikder, if something does not make its way onto her calendar as an actual event, it becomes difficult for her to set aside time for it.
3. When it comes to making a list, and staying efficient, a good rule of thumb is to get the thing that you are dreading the most done first.
4. Sometimes we must realize that priorities change and we have to take things off our list when they don't actually get done.
5. No is a complete sentence. There is power in saying no.



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Habits and Hacks

with Alistair J. Kent, MD, MPH, FACS



Quote to Remember

"One of my biggest pet peeves is planning to plan."

Top Takeaways

1. Dr. Kent approaches organization with a mindset of running his life and career like a small corporation.
2. Project management software has helped Dr. Kent stay on top of the various responsibilities of his work and home life.
3. Dr. Kent has made a lasting commitment to never give up on reading things outside of work. He reads about 60 books a year.
4. If you limit your email access, you may find out you will end up getting more done.
5. Creating blocks of uninterrupted time can allow you to do more complex, deeper, and higher-quality work.



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Habits and Hacks with Eric C. Strain, MD



Quote to Remember

"Not all low-hanging fruit should be picked."

Top Takeaways

1. When his kids were young, Dr. Strain left work at 3pm two days a week to better balance his home and work life. He would make up for the lost time on Saturday mornings. Having a flexible schedule was very helpful.
2. Be aware of your rhythms and strengths. Dr. Strain knows he is a morning person and that is when he functions best, so he attempts to structure his work schedule around that strength.
3. Limiting alcohol consumption, exercising regularly, and attending church are three habits that kept Dr. Strain centered as a person.



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Habits and Hacks with Dionna W. Williams, PhD



Quote to Remember

"Having a genuine connection, or trying to establish that, has been my way to network in a way that feels comfortable and not icky to me."

Top Takeaways

1. Planning out what Dr. Williams wants to achieve a year or two in advance and backtracking from there on how she will accomplish it, has been vital for her in staying productive.
2. When obstacles arise, Dr. Williams has learned the value of accepting it (not being upset about it), and then pivoting to a new plan.
3. Networking by attempting to make authentic connections is key.



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Networking in a Virtual Environment with Donna Vogel, MD, PhD



Quote to Remember

"Travel is no longer a barrier; you can talk to anybody anywhere."

Top Takeaways

1. Even if you are an introvert, you can still be a highly skilled and productive networker.
2. Networking is not just about looking for a job.
3. Dr. Vogel discusses the "informational interview" networking technique and how it can open doors for people.
4. Networking is always a two-way street. It is for a mutual benefit.



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Grant Writing Habits and Hacks with Dionna W. Williams, PhD



Quote to Remember

"Think about your grant as if you are telling a story."

Top Takeaways

1. Dr. Williams has learned that we must be strategic about where we apply for grants. Read the institution's website thoroughly to learn what they are funding.
2. NIH Matchmaker is a fantastic online tool for researching where to apply for grants.
3. Write as plain and simple as possible. You want your science to be easily understood by any kind of scientist.
4. Put yourself in your reader's shoes and make it easy for them to read and comprehend it.



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Coaching Habits and Hacks with Rachel J. Bishop, MD, MPH



Quote to Remember

"What really defines coaching is that it's an inquiry-based process and those questions that the coach asks helps the client arrive at insight."

Top Takeaways

1. Dr. Bishop defines coaching as the process of one person helping another person (or team) achieve their goals.
2. Coaching is a judgement-free zone.
3. A coach works as a partner with their client.
4. A coach should offer observations and a different perspective, but the client makes the discoveries and ultimately paves their own path forward.



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Habits and Hacks with Barbara Fivush, MD



Quote to Remember

"Leadership is not something that should be put off until you're a full professor and want to be a dean; leadership is something you do every day."

Top Takeaways

1. The importance of being resilient cannot be overlooked or overstated.
2. Dr. Fivush believes it is wise to view your career as a marathon and not a sprint. It is vital to stay focused and strong during the tough times.
3. When building a team, it is crucial to include people who do not agree with you, so you can understand the barriers and obstacles to your project.
4. Self-reflection is important. Take the time to think about how you want to present yourself so that you are always showing your best self.
5. Be honest, transparent, and kind when you have to deliver difficult news to someone.



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Habits and Hacks

with Douglas N. Robinson, PhD



Quote to Remember

"We emphasize so much that we need to raise grants so we can do the science, but you can't raise money if you don't have quality people."

Top Takeaways

1. Dr. Robinson opened a lab in 2001 and he details many of the habits and hacks that are key to the lab's success.
2. Having strong mentorship is priceless when it comes to getting a research lab off the ground.
3. Opening and operating a successful lab is actually very similar to running a business.
4. Make sure your lab has a vision statement that describes the long-term goals of your lab.
5. The vision statement should also describe expectations of all, including the PI and trainees. This approach generally avoids conflicts down the road when everyone starts out with that understanding.



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Habits and Hacks with Janice E. Clements, PhD



Quote to Remember

"Don't try to do it alone, use your mentors, and colleagues; and don't be shy about asking for advice."

Top Takeaways

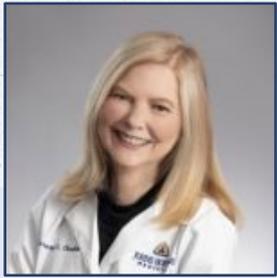
1. The value of orientation cannot be overstated as it relates to the future success of faculty.
2. Dr. Clements discusses the ways Johns Hopkins supports its faculty through initiatives such as the Gold Book, salary equity, and clear faculty compensation plans.
3. It is very valuable to prepare for annual reviews on a regular basis throughout the year, according to Dr. Clements.
4. Re-appointment and annual reviews are key for career development.
5. Dr. Clements offers very helpful advice on building a lab and the importance of effective teamwork in this endeavor.
6. If your institution does not have a formal annual review, Dr. Clements recommends faculty take the initiative to schedule one with their department or division leader. It might also be a good practice to meet with mentors to prepare for the annual review.



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Habits, Hacks, and the Role of Arts and Humanities in Medical Curricula with Margaret S. Chisolm, MD, FAMEE, FACP, FAAP



Quote to Remember

"You can actually use the arts and humanities to critique social concepts, or constructs, or for social advocacy."

Top Takeaways

1. Dr. Chisolm describes what faculty and students can learn from the arts and humanities.
2. A good way to support critical thinking skills is by asking, "What do you see that makes you say that?" as it typically does not put people on the defensive like a "why question" might.
3. Art can be used to enhance communication between patients and doctors (and medical teams).



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Habits and Hacks with Jennifer Lee, MD



Quote to Remember

"During all phases of our career we need guidance."

Top Takeaways

1. Dr. Lee discusses why she founded the Women's Empowerment and Leadership Initiative (WELI) within the Society for Pediatric Anesthesia and the inequities it addresses.
2. Dr. Lee describes simple and effective ways faculty can embrace work-life integration.
3. In coaching, we should always ask ourselves "why am I talking?" and "why am I not currently listening to my protege?"



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Habits, Hacks, and Editorial Services with Rachel Box, MS, ELS



Quote to Remember

"We don't do the science and we don't write your papers, but we certainly can assist that effort and make you more successful."

Top Takeaways

1. Ms. Box outlines the many benefits of using specialized, technical editors in scholarly publishing. Technical editors are not ghostwriters, but making revisions is within the scope of their work.
2. Ms. Box's team of technical editors seeks to anticipate the questions the reviewers will have and then works with authors to address them before the manuscript is submitted to a journal.
3. Working with a technical editor can save authors a lot of time and increase the likelihood of acceptance of their paper.
4. Technical editors help guide the writer to ensure their paper is accessible to a broad audience.
5. When authors work with technical editors, they learn how to become more effective writers.



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Habits and Hacks with Giorgio Raimondi, PhD



Quote to Remember

"I feel like mentoring is one of the most important things for having a meaningful and successful career in academia."

Top Takeaways

1. Dr. Raimondi describes ways of organizing and executing effective peer mentoring-based meetings.
2. Building structure and accountability around peer-mentorship is key for contributing to career growth, according to Dr. Raimondi.
3. Dr. Raimondi advocates for approaching peer mentoring with an open mind and with courage. He adds, "You don't know what you don't know, and realizations happen regularly during these meetings."



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Habits and Hacks

with Michelle C. Johansen, MD, PhD



Quote to Remember

"There is always something to be grateful for."

Top Takeaways

1. Burnout and brokenness are two different things that are often conflated. Dr. Johansen helps us understand the difference.
2. Saying out loud the things that we are grateful for can strongly benefit our overall wellness.
3. Maintaining an attitude of gratitude can help us get through the tough times better.
4. If you are going through a period of brokenness, it is ok and you cannot fix that; but you can control your response to it.



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Habits and Hacks with Sarah R. Andrews, MD



Quote to Remember

"We just want to value the time that we spend together as a family."

Top Takeaways

1. Dr. Andrews discusses how she balances her career goals with being the best possible parent to her children.
2. When Dr. Andrews is in the waiting room at her children's ballet practice, she said that it is a great time to catch up on work. However, she would never be on her laptop during an actual performance.
3. Modeling healthy work-life balance habits to your children is an important priority for Dr. Andrews.
4. Everyone has their own work-life balance, and it does not have to be 50-50, find what works best for you.



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Social Media Habits and Hacks with Sapna Kudchadkar, MD, PhD



Quote to Remember

"Stay focused on sharing good information in a world of misinformation."

Top Takeaways

1. Despite her very demanding schedule, Dr. Kudchadkar weaves social media time into her day because it is important to her.
2. Social media helps Dr. Kudchadkar curate the professional information that she needs in her career.
3. Twitter can help break down some of the silos in academic medicine and bring different communities together.
4. Being a "lurker" is not a bad thing on Twitter, you can learn a lot by listening.



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Habits and Hacks with Eric B. Bass, MD, MPH



Quote to Remember

"For me it was about having mentors that cared about my life, and not just my career."

Top Takeaways

1. Dr. Bass "trusted his gut" when he made a major decision that benefited his family more than his career.
2. Dr. Bass benefitted from having mentors who supported decisions to follow his gut.
3. The decision to follow a non-traditional path is more likely to yield success when surrounded by great people.



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Habits and Hacks

with Jose Suarez, MD, FNCS, FANA



Quote to Remember

"I think we are really changing the field; we are changing the way we practice medicine at Hopkins."

Top Takeaways

1. Dr. Suarez discusses ways to systematically battle information overload to the benefit of our patients.
2. Dr. Suarez introduces innovative methods for dealing with clinical issues. For example, he discussed working with NASA engineers to improve ICU settings for patients.
3. Discovering ways to better deal with data integration may be key to significantly improve ICU patient care.



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Interdisciplinary Science Habits and Hacks with Sarah Amend, PhD



Quote to Remember

"It's really just three things: be humble, be patient, and be intentional."

Top Takeaways

1. This interview with Dr. Amend focuses on how to foster healthy and productive collaborations between diverse-minded experts.
2. Listening and having an open mind is key when traversing the dynamics of an interdisciplinary team.
3. Most interdisciplinary collaborations break down because they are not formalized or there is not a shared set of core values.
4. Assuming other people have noble intent is a powerful tool to building a successful interdisciplinary collaboration.



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Risk Mitigation Habits and Hacks for Faculty with Jeffrey Natterman, Esq.



Quote to Remember

"Sometimes what we think we're saying out of our mouth and what somebody else may be hearing are two different things."

Top Takeaways

1. As faculty, limiting our exposure to liability often comes down to practicing thorough communication skills.
2. Mr. Natterman reminds us that faculty should be aware that communication is not just important between healthcare providers and patients, it is extremely important between colleagues too.
3. Documentation is a vital aspect of risk mitigation.
4. Having a policy written down on paper is not enough to fully protect ourselves from liability. You must also make sure that those who are supposed to be adhering to the policy understand it.
5. Written policies should not be ambiguous, too vague, or nuanced.



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Community Engagement Habits and Hacks with Panagis Galiatsatos, MD, MHS



Quote to Remember

"You have to make sure the community is behind you, because the worst thing you can do is put together an economic plan for the hospital and not have the community buy-in."

Top Takeaways

1. Dr. Galiatsatos provides information about how individual faculty and medical institutions can better serve the community.
2. If you truly want to serve your community, you must take the time to do a lot of listening. Get to know the needs from the community's perspective.
3. Serving your community is different than performing charitable services. The community is not a charity.



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Habits and Hacks with Risha Irvin, MD, MPH



Quote to Remember

"We don't have to agree on everything, but it's important that we hear each other out and try to come from a place of understanding."

Top Takeaways

1. Dr. Irvin partners with her community to help guide her research. The community helps her think about the issues and what questions need to be asked.
2. We should always try to see other people's vantage point. It is important that we hear each other out.
3. Sometimes as researchers we think we know how to go about solving problems, but the community knows what issues are most important to them and they have a lot of great ideas about how to solve problems.
4. Implementing the recommendations and interventions of the research is key, but this is often overlooked.



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Habits and Hacks

with Helen Kinsman Hughes, MD, MPH



Quote to Remember

"Luck favors the prepared."

Top Takeaways

1. Develop your mission and values early in your career.
2. Try to develop expertise in something.
3. Do not let chasing perfection be your enemy.
4. Be open to new opportunities. Even if you're making a big pivot that completely changes your career, if you know it's for the right reasons, it is easier to find confidence.



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Habits and Hacks

with Bernard "Beau" Landry-Wegener, MD



Quote to Remember

"I've been rediscovering the different ways that theater is still a part of my everyday life."

Top Takeaways

1. Dr. Landry-Wegener describes how having a musical theater background assists his daily interactions with colleagues, patients, and their families.
2. Similar to how set designers create a mood in a theater, Dr. Landry-Wegener describes how healthcare providers can apply those principles to clinical settings for improved patient communications.
3. Skills that are useful in improv theater, like staying in the moment and listening, are very useful when communicating with patients.
4. There are many transferable skills from the arts that can help clinicians provide empathetic, open, and receptive interactions with their patients.



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Habits and Hacks with Garima Sharma, MD



Quote to Remember

"When 50 percent of your workforce tells you it's a problem, then it's a problem."

Top Takeaways

1. Dr. Sharma shares with us key takeaways from a recent journal article she worked on regarding toxic workplace culture in cardiology and its broader implications in medicine.
2. The paper is called Global Prevalence and Impact of Hostility, Discrimination, and Harassment in the Cardiology Workplace.
3. Dr. Sharma's paper found that of the 5,931 cardiologists (77% men; 23% women), 44% reported a hostile work environment (HWE).
4. Gender equity and diversity science have important implications that impact the entire workforce.



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Financial Literacy Habits and Hacks for Faculty with Yuval Bar-Or, PhD



Quote to Remember

"It's always better when times are good to look critically at our budgets and aggressively remove any expenses that really don't need to take place."

Top Takeaways

1. Dr. Bar-Or discusses how COVID-19 impacted many of our lives financially and how we can prepare for future events that might drastically change our budgets.
2. Faculty should understand the importance of maintaining a rainy-day fund. A rainy-day fund is cash set aside for unexpected expenses.
3. Investing in a diverse set of assets is key to weathering tough economic times and market volatility.
4. Live below your means to free up cash for paying down debt ahead of schedule and turbocharging your retirement savings.



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Habits and Hacks

with Fawaz Al Ammary, MD, PhD



Quote to Remember

"If I was going to do one good to the public, now I'm going to do ten goods."

Top Takeaways

1. Dr. Al Ammary discusses what he learned from a brutal and unprovoked physical attack.
2. We learn about the power of turning a nightmare into a positive outcome through Dr. Al Ammary's story.
3. Dr. Al Ammary emphasizes the power of staying positive no matter what happens.



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Habits and Hacks with Sarah Amend, PhD



Quote to Remember

"Allowing yourself to celebrate the 'little wins' can be huge."

Top Takeaways

1. Post-it notes serve as a simple way to remind ourselves to engage in the healthy behaviors we might otherwise forget.
2. Revisit your post-it notes and refresh them with new messages.
3. Don't be afraid to discard post-it note reminders that are no longer applicable or needed.
4. Dr. Amend discusses how passwords and pin numbers can sometimes serve as reminders of the healthy behaviors we want to reinforce in ourselves.
5. Save emails that remind you of your purpose and "your why" and re-read these emails during bad days.



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APPENDIX | RELATED RESOURCES



- [FacultyFaculty.org](https://www.FacultyFaculty.org)
- [Snippets for Success eBook](#)
- [Faculty Factory on YouTube](#)
- [Writing Accountability Groups \(WAGs\)](#)
- [WAGYourWork.com](https://www.WAGYourWork.com)



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