

8th Annual LEAD Women Oncology Conference

I Didn't Have A 5 Year Plan: Lessons Learned from an Unplanned Career

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I WAS HAPPY

Patients ● Research ● Melanoma ● Team ● Family

I wasn't looking for the next job.

Unexpected Disruption: The Division Chief Left Penn



New Opportunity- Chief of Heme Onc



I wasn't looking, BUT who was going to be my new boss?

The Decision- What Will It Cost Me?

IF I SAY YES

- ▶ Impact on my research
- ▶ More responsibility
- ▶ Less control of my time
- ▶ Impact on my family
- ▶ Anxiety about can I do it!

IF I SAY NO

- ▶ Influence
- ▶ Building
- ▶ Shaping Culture
- ▶ Possible impact on stability and environment

“The questions changed from:

Do I want to do this job to Do I want a voice in what comes next?”

I Took The Job

As Chief of Hematology-Oncology:



**Integrate
cancer
enterprise**



**Mentor
Sponsor
Faculty**



**Oversee \$30
Million
research
grants
300 Clinical
trials
800 patients
interventional
clinical trials**



**Can drive my
agenda:

Improve end of
life care for
patients with
cancer**



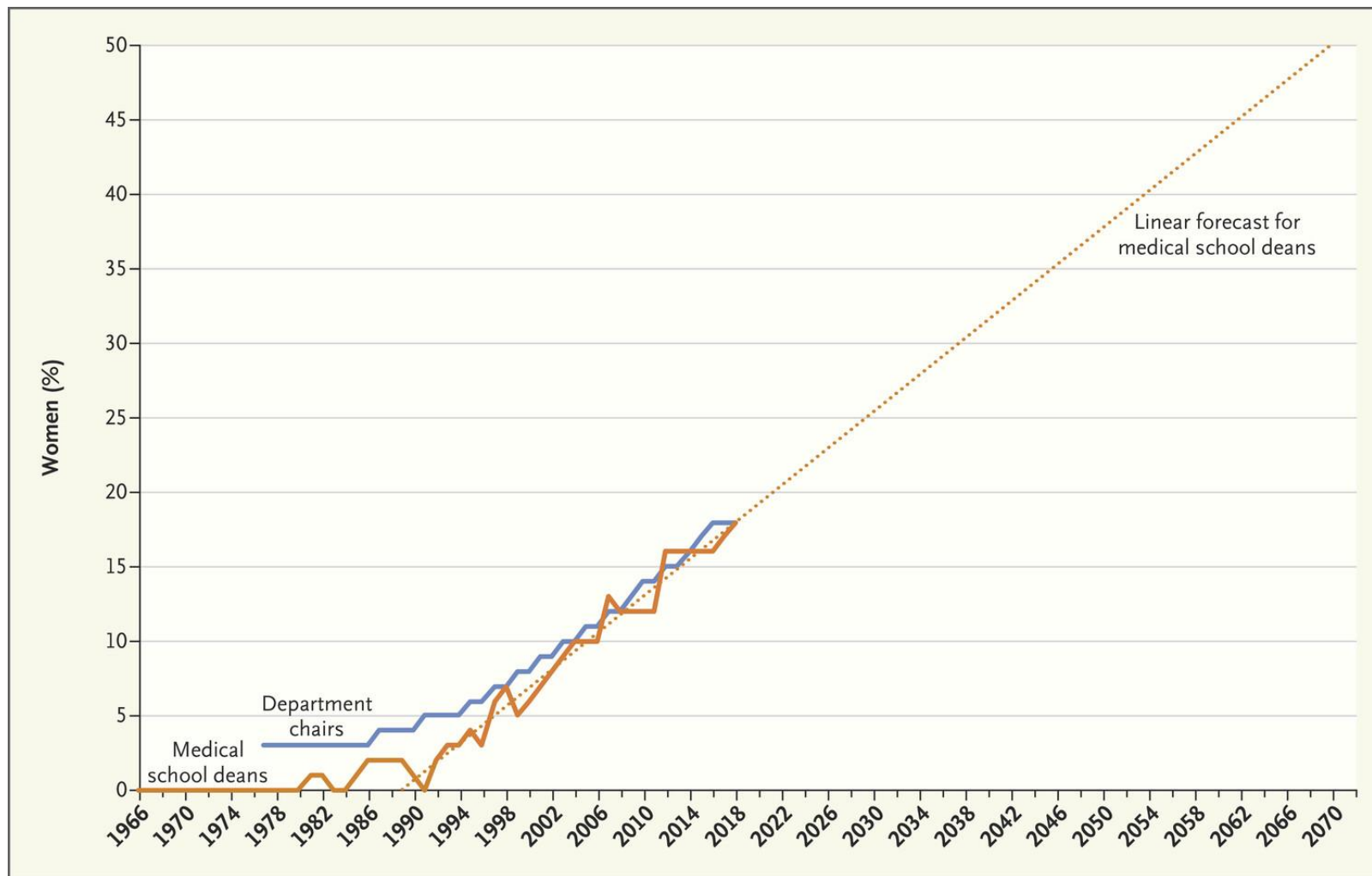
**Ensure
Equity
Fairness in
Salaries
Promotions
Leadership
Roles**

Stepping Down is Leadership Too

- ☐ Let go
- ☐ Stay Supportive
- ☐ Let the next leader lead

***Your successor's success isn't a threat to your legacy.
It's part of your legacy.***

Unplugging the Pipeline



Trends in female representation among leaders in academic medicine.

It will take another 50 years to reach gender parity.

NEJM 2019 Beeler et al

Need more
women
leaders and
diverse
leaders



Lessons Learned

- ▶ Passion for the work is sustaining
- ▶ Be flexible and have more than one iron in the pot
- ▶ Value the team and take care of your work family
- ▶ Home visits and patient funerals are important
- ▶ You need a squad
- ▶ Careers have chapters
- ▶ Good to get out outside your comfort zone
- ▶ Reflecting on + 30 years- So many wonderful surprises.

Thank you
LEAD
Thank you
Rashna

