

The background is a solid blue color with a gradient. At the top, there are several wavy, horizontal lines in shades of light blue and cyan, creating a sense of movement or a horizon line. The main text is centered in the middle of the slide.

You found it... Now keep it

Russell Tarver; AAPM 2013

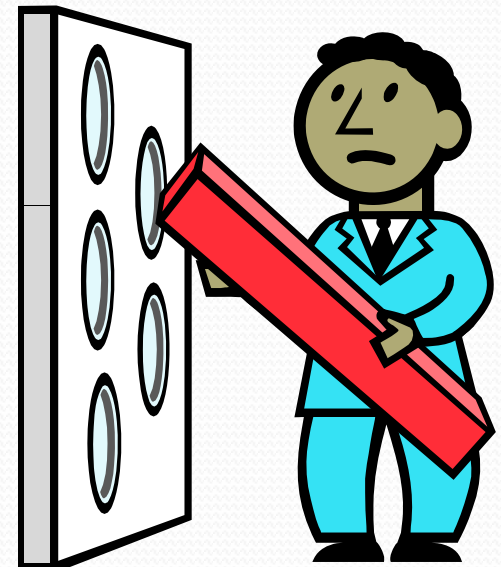


Disclaimers

- None
- Well, there is the exception of graphics blatantly excerpted from 'the internet'

Is it the right job?

- You found it, but is it the right fit?
 - Are you the right physicist
 - Are you the right person
 - Are you in the right location
 - Are 'they' the right people
 - Are 'they' the right organization
- If the answers are yes... proceed to step 2



Tenure is a balance of forces

- On one side of the coin are forces suggesting continued employment, and
- On the other side of the coin are forces suggesting an end to your employment
- Some of these forces you control
- Some of them you do not





Why we leave

- This can be summarized into two categories.
 1. We choose to leave, or
 2. Our employer chooses for us to leave



Why we stay

- We choose to stay
- Or in other words.... We choose not to leave

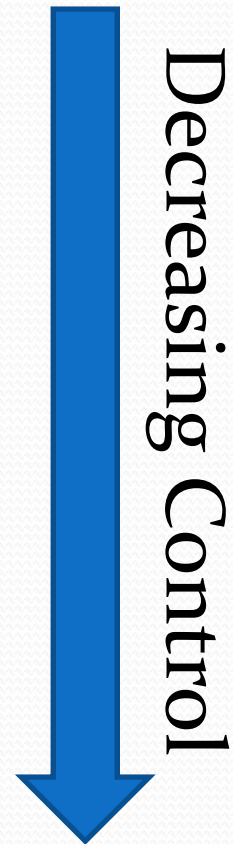
Truth Table

	Leave	Stay
Employer	✓	✗
Employee	✓	✓



Factors influencing longevity

- Sense of fulfillment (accomplishment)
- Job satisfaction (pride)
- Professional Growth
- Quality of life
- Reimbursement
- Family concerns
- Employer retention
- Lack of better offer
- Zombie Apocalypse



Fulfillment

- Duties
- Responsibility
- Integration
- Impact
- Extracurricular



Job satisfaction

- Are you happy with a job well done
- Do you take pride in your efforts
- Does your boss recognize your talents
- Do your peers recognize your talents



Professional growth

- Professional learning
- Additional responsibilities
- Advancement
- Management





Reimbursement

- Reimbursement starts prior to hiring; negotiate:
 - Benefits
 - Salary
 - Professional time and allowance
 - Termination clauses when appropriate
- Consider the overall benefit package
 - Salary may be lower, but so may be living expenses
 - Retirement benefits are an under appreciated aspect
- Once hired, pay trajectory is pretty well fixed



Employer retention

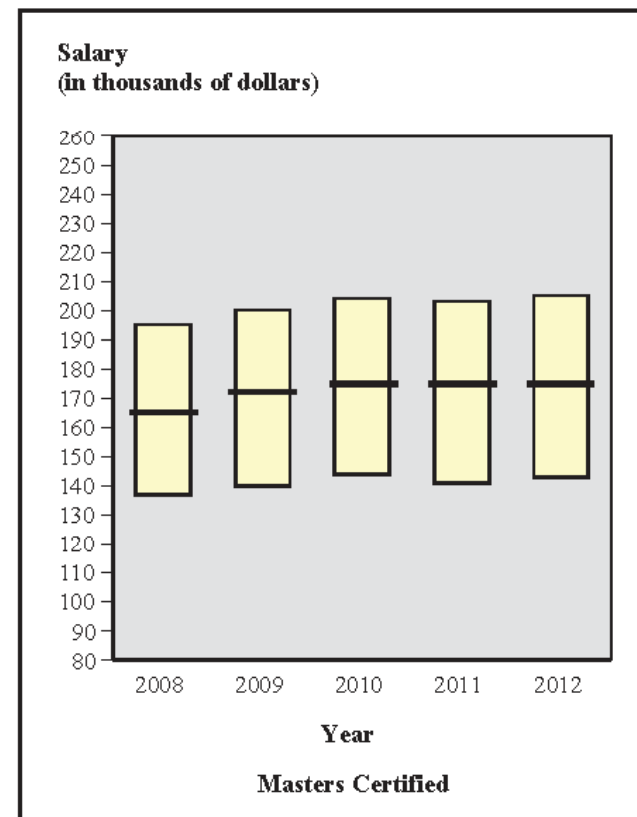
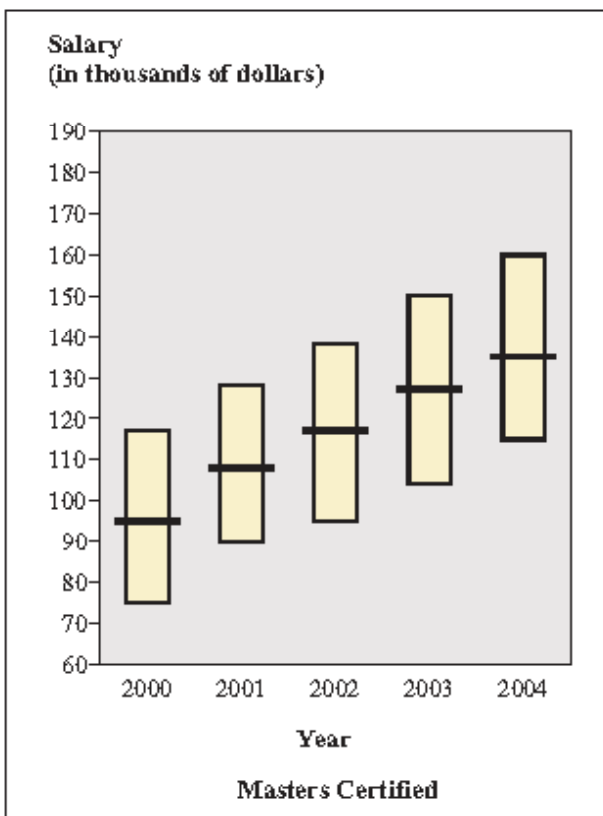
- In today's changing healthcare landscape, employers are caught in the middle
 - Receive less reimbursement each year for the same services performed
 - Real costs for those same services go up every year
- Employers set staffing levels based on company financial stability
- When looking for areas to cut; visibility, value, and need are your friends



Employer retention cont.

- If a cut is **required**, factors that will play into the decision are:
 - Seniority
 - Location
 - Job title
- If a cut is **considered**, factors that will play into the decision are:
 - How well do you perform
 - How important are you to the program
 - How well are you 'liked'
 - What value do you bring

Employer retention cont.





Family concerns

- Are you away from extended family
 - Good or bad
- Happy wife... happy life, or the gender neutral: Happy spouse, happy house
- Is your family happy
 - Living environment
 - Income
 - Work hours
 - Social life



Lack of better offer

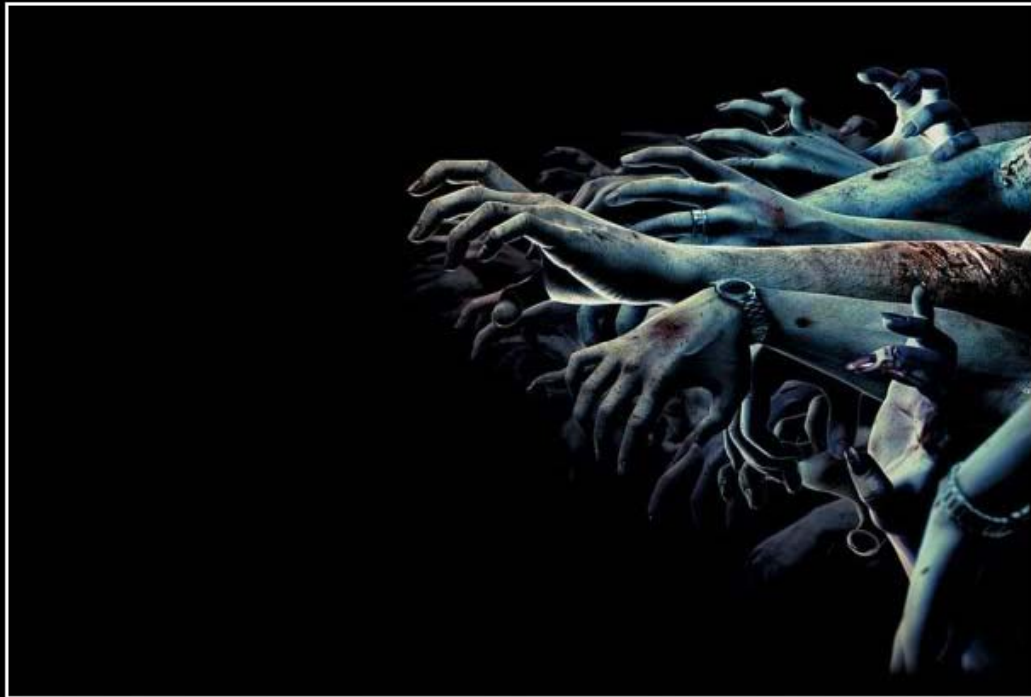
- You have control over whether or not you receive offers or inquiries
- As long as you're looking, the grass will often 'seem' greener on the other side of the fence
- Not being interested in other jobs is actually pretty important to keeping your current job; they are usually mutually exclusive



Quality of life

- The 'are you happy' metric
- Is a 'summation of the prior topics'
- Diverse set of formulas and requirements
- Income is only a part of the formula
 - Happy or Rich???

Zombie Apocalypse



ZOMBIE APOCALYPSE

Chances are, you're already surrounded by mindless, bloodthirsty, half-alive, subhuman wretches. An actual zombie outbreak would just give you an excuse to do something constructive.



Other 'important' words

- Decorum
- Ethics
- Moderation
- Visibility
- Value
- Indispensability
- Reliability
- Team player

Decorum

- Everybody loves a Stooge... Just not at work

- Dress
- Comport
- Attitude



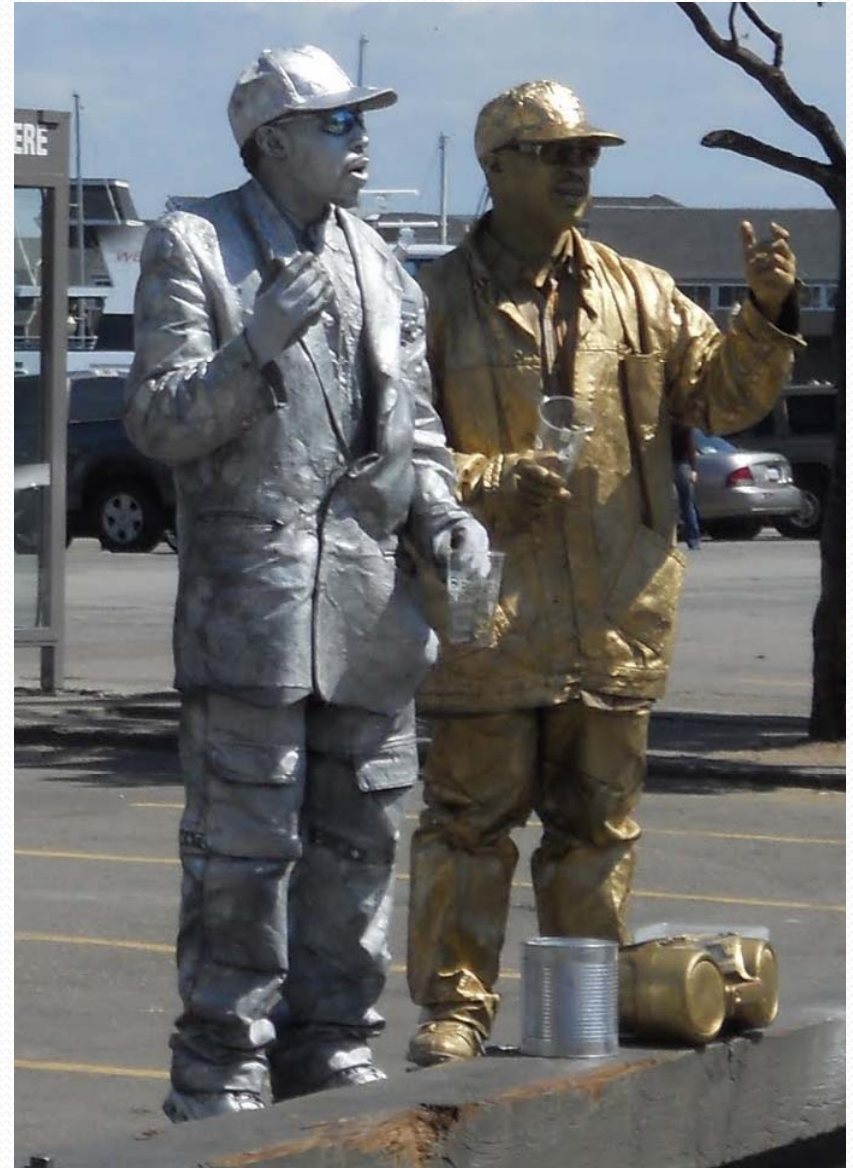
Ethics

- Honesty
- Integrity



Visibility

- Personal Integration
 - Staff meetings
 - Hallways
 - Corporate events
 - Committees
- Professional Integration
 - Communication with staff
 - Team player
 - Staff education
 - Share your knowledge





Value

- Do you add to the program
- Do you help others reach their potential
- Do you enrich the quality of your staff

Indispensability

- It's not so much that we are truly indispensable, it's more that:
 - Is the pain of losing you a sufficient deterrent
 - Is the pain of replacing you with a lesser qualified individual a sufficient deterrent
 - Are there mandated rolls you perform that have no viable alternative



Play nice



JEDI SQUIRRELS

I find your lack of faith disturbing.

Reliability





In summary

- You are the individual with the most control of your destiny
- There may be things about your job that you do not like, but you are not powerless to effect change
- There may come a time when staff reductions are imminent or possible; that is not the time to scramble



Do's

- Request feedback
- Balance work and home
- Keep a record of your achievements
- Seek opportunities for professional growth
- Seek to utilize your skills, particularly if unique
- Find one thing to excel at



Don't

- Threaten to leave or seek employment elsewhere
- Be a contrarian; maintain a positive attitude even if it kills you
- Isolate yourself from colleagues and co-workers
- Blame work for issues outside of work
- Burnout

In Closing



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Thank you!