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

<table>
<thead>
<tr>
<th></th>
<th>Leave</th>
<th>Stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer</td>
<td>✔</td>
<td>✘</td>
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<tr>
<td>Employee</td>
<td>✔</td>
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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

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

Yeah, and then the pirate STOLE my AXE! And chopped the tree then made me take the axe... and there were INDIANS... and TORIES and a GIANT KILLER PORCUPINE... also, lightning. And HAIL... really big hail.
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
Thank you!