

# AROPA



Association of Radiation Oncology Program Administrators

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# **How to Make a Lasting Impact at Your Institution as a Critical Member of the Educational Team**

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**Residency Program Coordinators Forum**

# Disclosure

I have no actual or potential conflict of interest in relation to this program/presentation.

# A Little History....

- Over ten years ago, I founded the organization which is now called AROPA over (originally named AROPC)
- The organization was founded in order to meet an *Educational Need* of Program Coordinators and Program Directors
- It was by word of mouth that the AROPC developed credibility, trustworthiness, and goodwill in the medical educational arena
- The size of the organization has not been a barrier to gain exposure, to highly impact the medical field, and to gain the respect of accrediting bodies and medical organizations
- Today, we stand as the only national association that trains and provides professional development to Radiation Oncology Program Administrators of the RadOnc Medical and Medical Physics field

# Can one single individual really make a lasting impact?



The question is:  
Are you part of a Team  
or are you Alone?



# How can you make an impact?

- Identify the Need
- Address the Need?
- Provide a potential Solution or an Idea?
- Believe in your Solution or your Idea?
- Know if your Solution or Idea requires Funding and Leadership Support



**BEFORE I TELL YOU  
WHAT'S NEXT,  
I'D LIKE TO  
TELL YOU A STORY**

So here we go!





# Mustard Seed....



- The Mustard seeds is a very small seed
- The seeds are usually about 1 to 2 millimeters in diameter
- Depending on the variety of the seed they can grow to be:
  - Between 6 feet tall to an impressive height of 30 feet
- What determines their height?
  - The varieties and the climatic conditions
  - Due to their Incredible resilience and adaptability, mustard trees are now common in various countries around the world

# The Impact of a Tiny Mustard Seed...

- Antibacterial properties
- Dietary fiber as well as vitamins A and C, calcium, iron, potassium, magnesium, and selenium
- Blood disorders like hypertension
  - Headaches and migraine
  - Rheumatism
  - Asthma

What's their Secret?

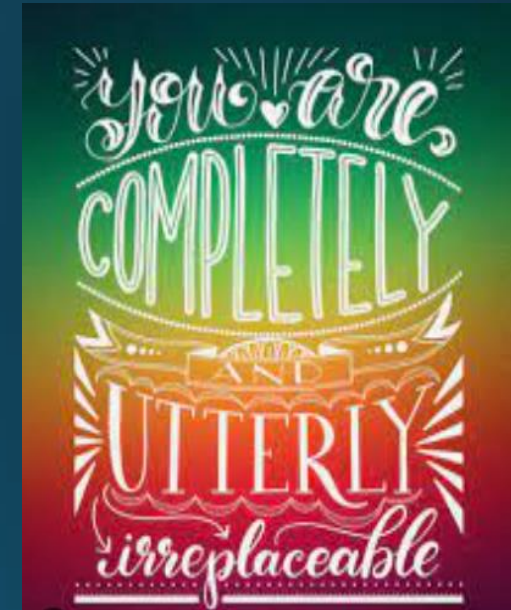
**They can thrive in a hot and arid climate**

# What can Kill the Mustard Tree

- They are highly prone to **mold** growth
- How do you know when a Mustard Tree is in trouble?
  - Mustard trees show signs of stress
  - They start to smell funny
  - Excessive moisture
  - Lack of drainage
  - Having decomposition around it, like fallen leaves that have decayed

# How is this relevant in making a lasting impact in your institution?

- Don't underestimate yourself
  - Your background; i.e., previous accomplishments
  - (i.e., Raising children gave me the ability to multitask)
- Your personality traits
- Your learning style
- Your passion
- You are IRREPLACEABLE!



# So, what's killing your ideas and your potential?

- **Mold growth:** Undealt issues with Leadership
- **Signs of stress:** Hopelessness
- **Funny smell:** Distill negativity wherever you go
- **Excessive moisture:** Prevents oxygenation (lacking fresh ideas and growth)
- **Lack of drainage:** Trapped, no options, lacking creativity
- **Decomposition and decay:** Surrounded by other people who have dying dreams

# How do you get rid of MOLD?

- Remove the infected leaves to reduce the spread
- Clean up the roots
- Make sure the plants are well fed and rightly watered
- Spray affected areas with compost

# Let's be practical

Identify a Leadership Advocate within your Institution that supports your Solution or Idea

The Leadership Advocate could be...

- Program Director/Associate Program Director
- Faculty Member
- Administrator/Supervisor
- Vice Chair
- Chair
- GME Office Staff

➤ *I do not recommend it to be a colleague in your same level*



# Qualities of Administrators that are making a lasting impact at their institutions

- They are convinced that they have a Solution or a worthy Idea
- They have Faith in their Solution or Idea
- They are NOT afraid to Ask for Help
- They have a Plan
- They work on developing a positive working relationship with Leadership
  - They are Determined
  - They are Risk Takers
  - They have Courage
  - Do not follow someone else's Plan

# Qualities of Administrators that are making a lasting impact at their institutions



- Have a positive relationship with their Faculty
- Have a positive relationship with the students/residents (open door policy)
- Stay connected with the Alumni
- Meet regularly with the Leadership
- They know the ACGME program accreditation requirements thoroughly

# Qualities of Administrators that are making a lasting impact at their institutions

- They are avid advocates of their ideas to Leadership
  - A "NO" answer to a request is translated as *"wait for the right time to ask again"*
  - Always *provide* data to support a budgetary request
  - If the data is not available, he/she creates ways to obtain that information
- Pursues professional development
- Avoids Common Errors by learning from other's mistakes

# Qualities of Administrators that are making a lasting impact at their institutions

- Have achievable goals and objectives
- Reviews regularly those goals with his/her Advocate
- Collaborates with Leadership instead of competing
- Is willing to let go of those things that are holding back the success of the Idea
- Is Flexible – There is always a back door!
- Accepts Feedback without feeling offended

# Let's Do Some Soul Searching...

- If you were to leave your job today, what trait(s) of your program/job would you miss?
  - Even people who leave unhappy jobs, after the dust has settled, they find that there are certain things that they miss
- If you were marketing your program what would be the part of the program that you would like an outsider to notice right away
- What or who is the biggest stumbling block to showcasing your program as a successful program



Who Determines if you can  
impact your institution?

YOU DO!





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