

Building Resiliency in Practice

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No financial or pharmaceutical disclosures.

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Brief Summary of My Journey...to date!

The Personal Beginning:

- 1st gen PR born in US and first physician in family
- UW-Milwaukee -> UW Madison SMPH -> Aurora FM Residency
- Worked to put self through college

Challenges:

- Lack mentors and connections in medical field
- Life distractions because I was an “only”
- Made a baby!

The Sparkle:

- Found mentors in med school and residency who saw me and my potential
- Learned my strength in connecting with patients, others, community
- I had a real job

Brief Summary of My Journey...to date!

The Career Beginning:

- Faculty, Associate PD, PD, Director of Faculty Development

The Challenges:

- Finding my voice and struggle to be heard- the “only” problem
- Psychological safety lacking

The Sparkle:

- I choose the right specialty for the variety.
- Faculty and leadership added depth, interest and purpose
- Frequently sought out for mentorship- focused professional development area

Brief Summary of My Journey...to date!

The Middle Career:

- CMO-> FQHC Milwaukee
- Integrative Medicine Fellowship
- Private practice Wheaton/Ascension
 - Medical Director
 - Vice President Medical Affairs
 - CMO over 3 hospitals

The Challenges:

- I can't have it all- balance family, career -> burnout
- Steep learning curve changing jobs every 3 years
- Overlooked or not chosen for positions-> shame, embarrassment, self-doubt

The Sparkle:

- Found strength in leadership training/prof development external to medicine and specific for women
- Integrative Medicine Fellowship- Doctor heal thyself
- Learned reframing, reflection, and letting go
- Reset boundaries- work, home, personal

Brief Summary of My Journey...to date!

The Present:

- Founding Program Director
- Will I retire some day?!

The Challenges:

- Organizational and healthcare changes (ex- DEI)

The Sparkle:

- Seeing patients and teaching future colleagues fills my bucket
- The grass is not greener on the other side
- Strength in my purpose- align activities and set boundaries
- I'm highly employable...and replaceable. (Let go!)
- Strive for excellence, not perfection.

Thank you!

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