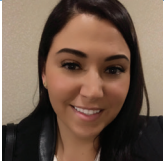


Navigating to Success: Wisdom from Tiffany Murano, MD

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Residency is a challenging time, and as I look ahead to the future, I can't help but wonder how to go about carving out a path to a successful career.

Fortunately, I had the privilege to discuss this topic with Tiffany Murano, MD, and learned how she navigated her choices to become the incredibly successful physician who she is today.

Dr. Murano, a Bronx native, graduated from Mount Sinai School of Medicine in New York and completed her residency at Jacobi Medical Center. In choosing her first attending position after residency, she had the opportunity to start at Rutgers (formerly known as UMDNJ) at a time in which the emergency department at that institution consisted of nine beds run by internists and surgeons. Rather than feeling overwhelmed, Dr. Murano realized that this was an occasion for personal and professional growth. She recalls "witnessing the birth of a specialty" as her new position allowed her to enter on the ground level. She was able to establish an emergency medicine presence through the medical school, creating a functional emergency department and residency program.

Dr. Murano did not have well-established local emergency medicine mentors available at the start of her career. She was determined, however, to put Rutgers "on the map." Dr. Murano realized that having a professional network would be critical for her success. She found local mentors, and although they were from different specialties, they were champions in their fields and supportive of Dr. Murano's pursuits. She also began a search for career guidance and connections in emergency medicine through national organizations, especially the Council of Residency Directors in Emergency Medicine (CORD) and the American Board of Emergency Medicine (ABEM). She reminisces about presenting a poster at an annual CORD Academic Assembly and having a member of the board stop by to discuss it with her, and how this became the beginning of a long-standing mentorship. In meeting others with similar interests through her involvement in national organizations, Dr. Murano established formidable relationships with regional and national mentors. Her involvement with CORD and ABEM has led her to other opportunities for further development, and she now sits on the Residency Review Committee (RRC) for the Emergency Medicine section of the Accreditation Council for Graduate Medical Education (ACGME). In a similar manner, her involvement with AAEM and her recognition as a nationally acclaimed speaker have given her the chance to speak at the Mediterranean Emergency Medicine Conference (MEMC) both in 2017 and 2019.

Dr. Murano has successively served as clerkship director and then

program director of the Rutgers emergency medicine residency. Throughout her seven-year journey as program director, she learned that mistakes are not failures, but rather are learning occasions with long-term benefits for improvement. Perfecting her skills and applying them, Dr. Murano has founded two separate residency programs as well as fellowships in toxicology, administration, and ultrasound. Currently, she is working on a medical education fellowship set to launch next year. Dr. Murano has not just made her mark in the local (NY/NJ) residency realm. She holds executive board positions at the regional and national levels in CORD and NJACEP. She also serves on several graduate medical education committees including Milestone 2.0, a work group aimed to improve residency foundations and learning.

Dr. Murano is a team player and her present and former "teammates" respect her abilities and hard work. A former colleague, Mr. Brian Dolan, praises her: "Dr. Murano is an excellent physician as well as an excellent mentor, colleague, and friend. Her compassion for her patients is second to none and her willingness to teach all levels of healthcare is truly heart-warming. Witnessing Dr. Murano take the time to explain things to the patients as well as to all levels of the staff to help continue the ever-growing 'thirst for knowledge' is exemplary. Having worked side-by-side with Dr. Murano for several years, I can truly say that the patients and team are in great hands with Dr. Murano and was honored to have had the ability to work with her."

As we all know, stability is comforting, but Dr. Murano urges us to walk through each door hoping for a new opportunity behind it.



Dr. Murano suggests thinking carefully about planning a career, particularly focusing on potential areas of growth. She notes that turns and obstacles on the path may provide new, previously unrealized opportunities. Dr. Murano has shared some important lessons:

Seek out mentorship early Dr. Murano believes mentorship is key, and attributes a large part of her success to support from family, friends, and colleagues. She found guidance through CORD and ABEM – large networks of physicians looking out for each other, recognizing strengths, and pushing each other towards amazing opportunities.

Don't say no to opportunities Dr. Murano recalls saying “yes” to everything early in her career. She went on to say, “various part of careers are like Brussel sprouts – might not taste good, might never want another dish again, but it won't harm you and you might actually like it!” Dr. Murano encourages “just say yes” even it's something you don't want to do or that doesn't exactly “float your boat.” Dr. Murano did not see herself working with medical students and eventually residents, but she realized how much she truly enjoyed education.

Dream big Dr. Murano admits part of her success stems from her own drive and ambition. As we all know, stability is comforting, but Dr. Murano urges us to walk through each door hoping for a new opportunity behind it. She states, “you know what you've got, but you don't always know what you'll get.” By setting your standards high, you can strive for greatness and attain it if you work hard enough.

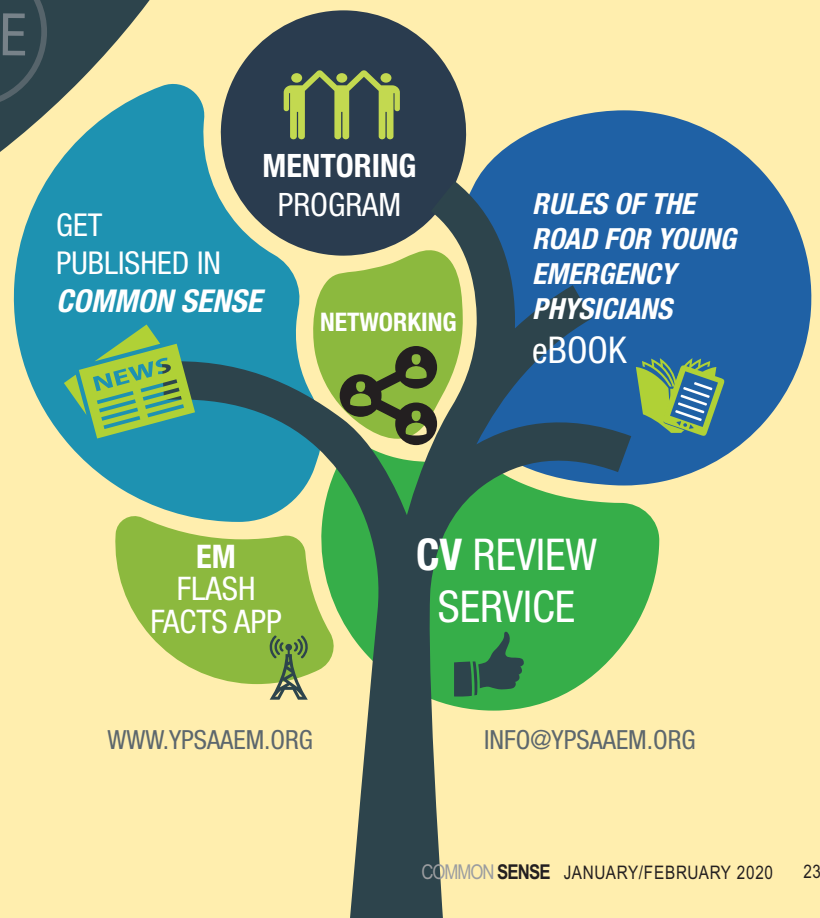
Don't limit yourself Dr. Murano humbly admits the most frightening thing she did throughout her career was leaving Rutgers. She was terrified to leave Rutgers to evaluate a new position after 16 years, but she learned much about herself, people, business, and life. She advocates that stepping outside of a comfort zone is a “life check.” She has now returned to her home base at Rutgers, but learned the value of change as well as finding appreciation for what she has available to her now. ●



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