You’ve Been Promoted to Associate Professor... Now What?

- The process of promotion to professor
- Tools to create a 5- and 10-year plan
- Experiences of recently promoted folks
- Small group discussions – by pathway
Big Thanks!!

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Who is in the room?
Making a 5- and 10-year Plan

Patricia Kritek MD, EdM
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2020
Many thanks to Robb Glenny
The Joy of Academic Medicine
First Principles

Career planning is an active process

You need to do some self-reflection first

Input from others is also essential
“Realization of one’s potential and purpose – the point at which a person’s passions, strengths, and core values interact synergistically in his or her work.”

Creating Your Plan
Step 1 – Clarify Governing Values

Be truthful with yourself

https://jamesclear.com/core-values
https://benjaminspall.com/core-values/
Step 2 – Prioritize Your Values

What do I value most?

If I could live by just 5 values, what would they be?

What would I want others to say about me?

*engage your significant other
Step 3 – Identify Your Strengths

- Mentorship
- Curiosity
- Leadership
- Creativity
- Nurturing
- Collaboration
- Writing
- Effective teacher
- Ingenuity
- Logical thought
- Supportive friend
- Hard work
- Great parent
- Meticulous care
Step 4 – Delineate 10-Year Goals

Where do you want to be 10 years from now

THINK BIG!!!
What is your dream for yourself?
Step 5 – Work Back to 1, 3 and 5-Year Goals

Can help assess “opportunities” as they arise
Step 6 – Identify Skills You Need

Ask senior colleagues

Ask your peers
Step 7 – Write A Learning Contract

- Learning objectives
- Target dates to accomplish these
- Action steps to get to objectives
- Resources needed to get there
- Metrics for success
Step 8 – Engage Supervisor & Mentors

<table>
<thead>
<tr>
<th>“Boss”</th>
<th>Mentors</th>
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</thead>
<tbody>
<tr>
<td>• Separate meeting – not annual review</td>
<td>• Find folks who will be honest</td>
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<tr>
<td>• Work for engagement &amp; excitement</td>
<td>• Get a few different perspectives</td>
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<tr>
<td>• Align your goals with steps to promotion</td>
<td>• Include long and short term goals</td>
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Step 9 – Repeat Steps 6 & 7 for Earlier Plans

- Plan as year comes to close
- Protect time for reflection
- Reassess your goals
Take Homes

- Begin by spending time in self-reflection
- Take the time to write things down
- Seek and incorporate input from others
- Find time to do this regularly – it is iterative
Additional Reading

DOI: [10.1136/BMJ.332.7535.S38](https://doi.org/10.1136/BMJ.332.7535.S38)

DOI: 10.1097/ACM.0b013e3181b6bd54

[https://hbr.org/2005/01/managing-oneself](https://hbr.org/2005/01/managing-oneself)
Thank you!

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