

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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- *Professor, Biomedical Informatics and Medical Education*
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Who is in the room?

Making a 5- and 10-year Plan

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Many thanks to Robb Glenny

The Joy of Academic Medicine



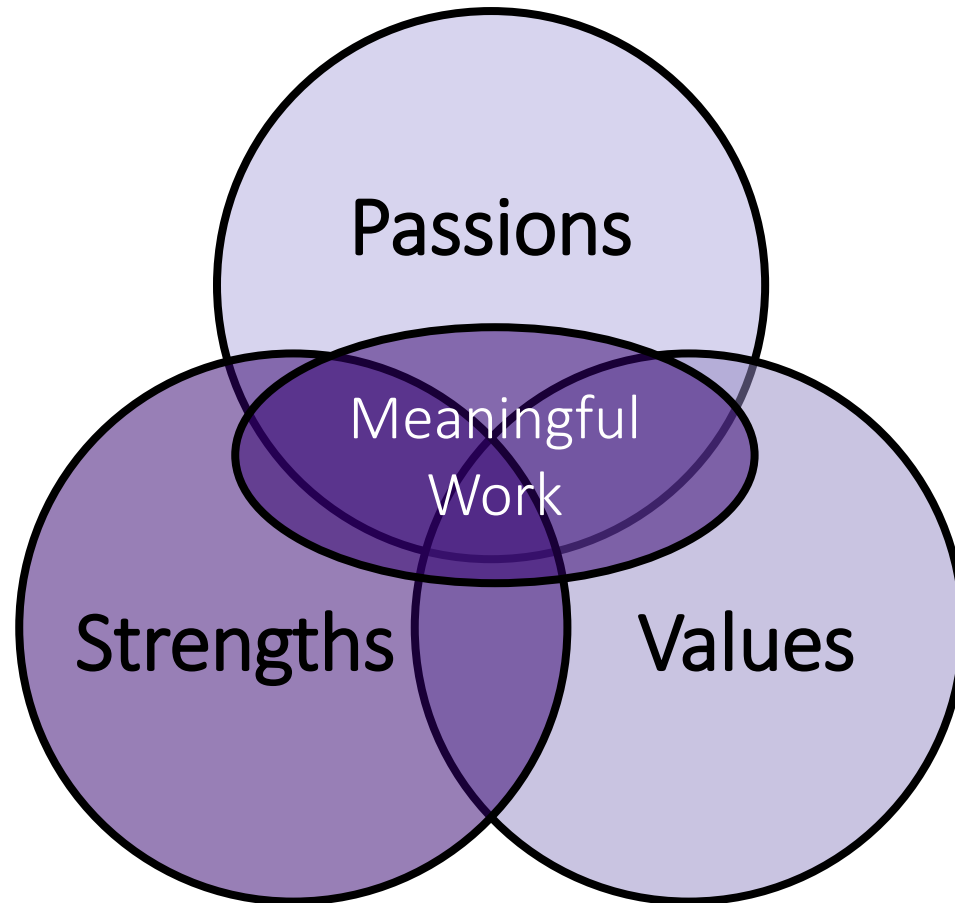
First Principles

Career planning is an active process

You need to do some self-reflection first

Input from others is also essential

Meaningful Work



“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



<https://jamesclear.com/core-values>
<https://benjaminpall.com/core-values/>

Be truthful with yourself

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

Independent thought

Curiosity

Leadership

Creativity

Supportive friend

Writing

Nurturing

Collaboration

Ingenuity

Logical thought

Effective teacher

Hard work

Great parent

Meticulous care

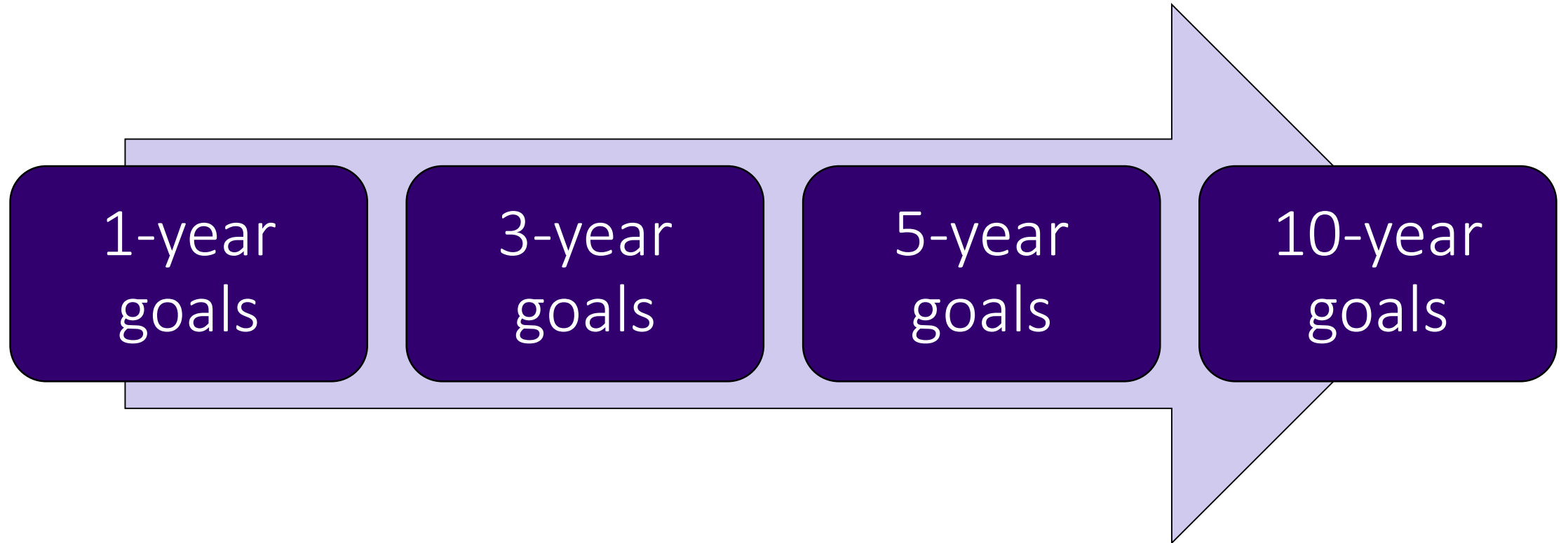
Step 4 – Delineate 10-Year Goals

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

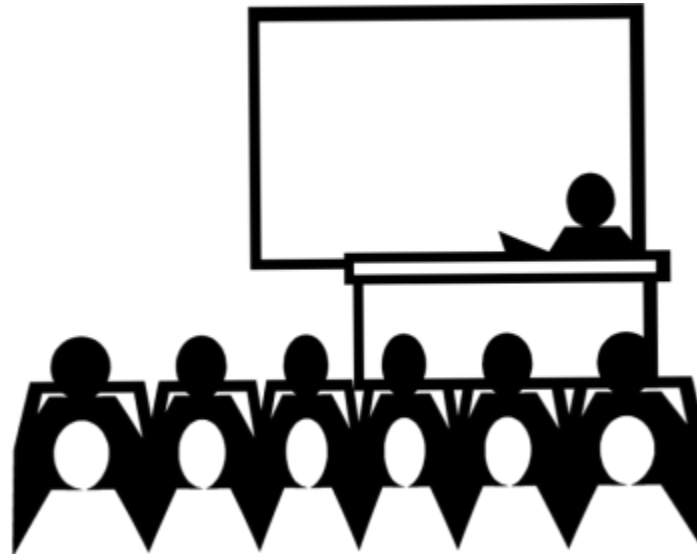


Can help assess “opportunities” as they arise

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

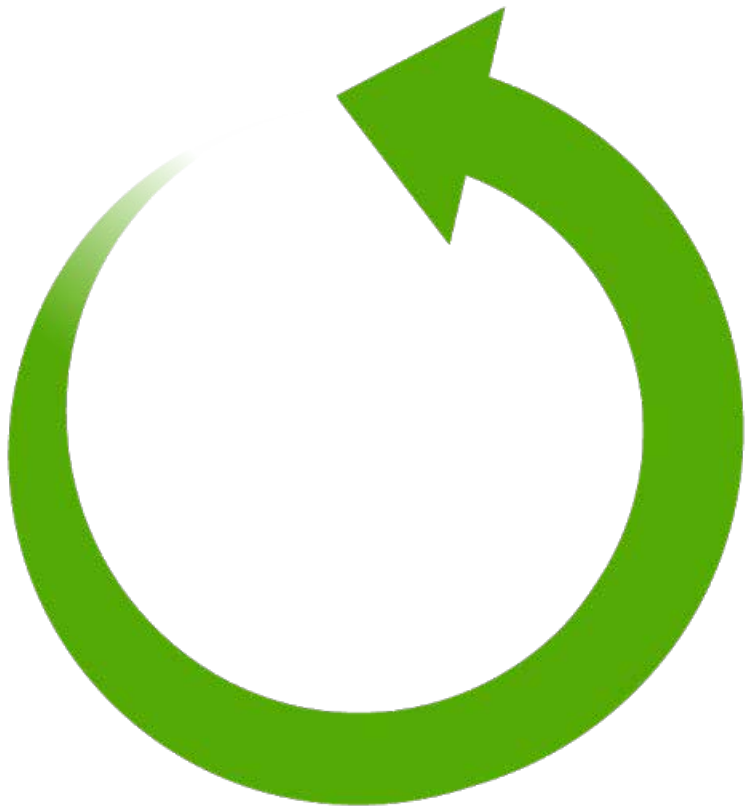
“Boss”

- Separate meeting – not annual review
- Work for engagement & excitement
- Align your goals with steps to promotion

Mentors

- Find folks who will be honest
- Get a few different perspectives
- Include long and short term goals

Step 9 – Repeat Steps 6 & 7 for Earlier Plans

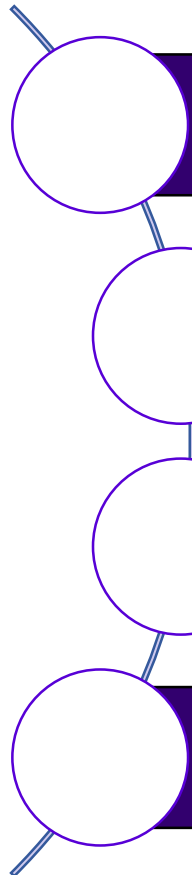


Plan as year comes to close

Protect time for reflection

Reassess your goals

Take Homes

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- 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

Pololi, L (2006). Career development for academic medicine - a nine step strategy. *BMJ*; Jan 28: 38-39.
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<https://hbr.org/2005/01/managing-oneself>

Thank you!

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