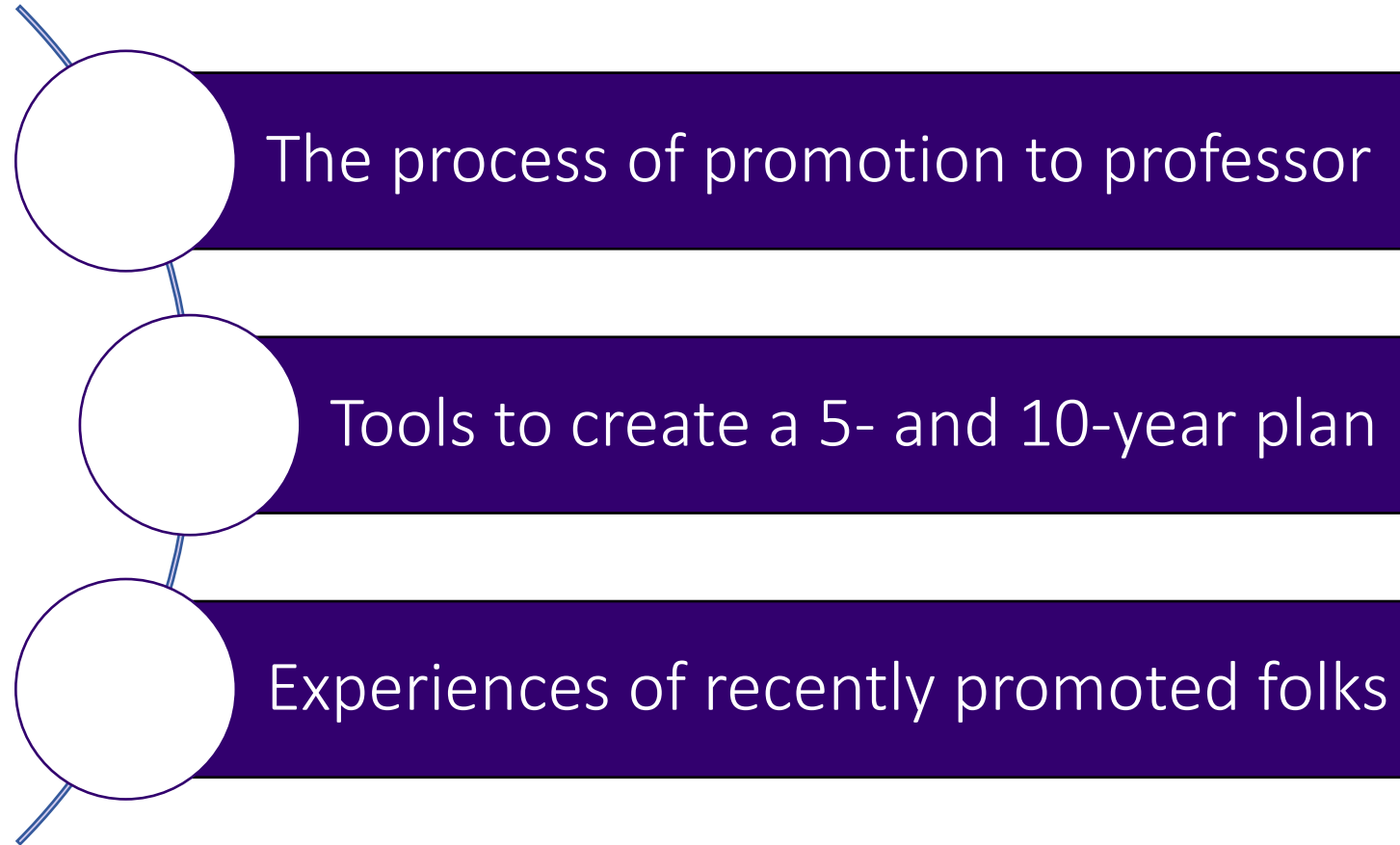


# You've Been Promoted to Associate Professor... Now What?



# Big Thanks!!

**Ian Bennett, MD, PhD**

- *Professor, Family Medicine*
- *Chair, School of Medicine Appointments and Promotions Council*

**Nisha Bansal, MD**

- *Professor, Medicine; Division of Nephrology*

**Christopher Blosser, MD**

- *Clinical Professor, Medicine, Division of Nephrology*

**Kris Calhoun, MD**

- *Professor, Surgery*

**Heidi Combs, MD, Ms**

- *Professor, Psychiatry and Behavioral Sciences*

**Larry Zweifel, PhD**

- *Professor, Psychiatry and Behavioral Sciences*

**Kat McGhee Drummond**

Program Manager

Faculty Affairs

Who is in the room?

slido



**What is your department?**

① Start presenting to display the poll results on this slide.

slido



**Where are you in the process of promotion?**

① Start presenting to display the poll results on this slide.

# Making a 5- and 10-year Plan

Patricia Kritek MD, EdM  
Vice Dean – Faculty Affairs

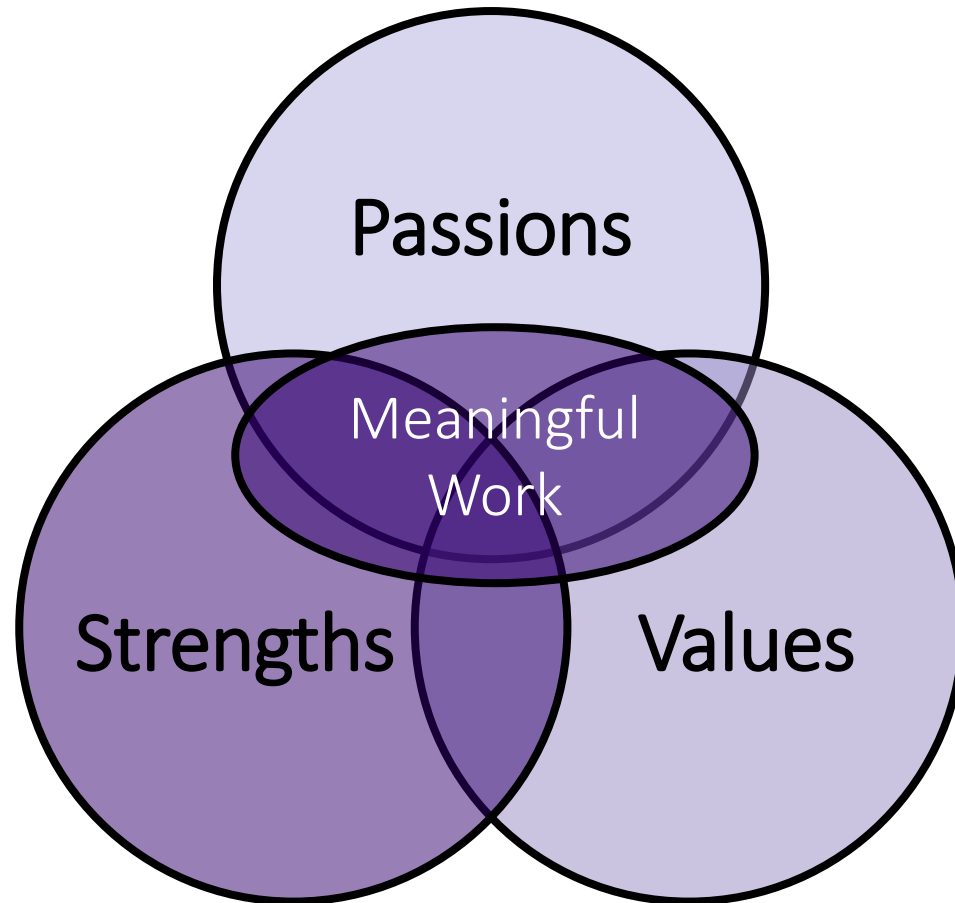
Many thanks to Robb Glenny  
and Sherilyn Smith

# The Joy of Academic Medicine





# 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.”

# First Principles

Career planning is an active process

You need to do some self-reflection first

Input from others is also essential

# Mindset for Career Planning

Be  
curious

Know it is  
a process

Reframe  
problems

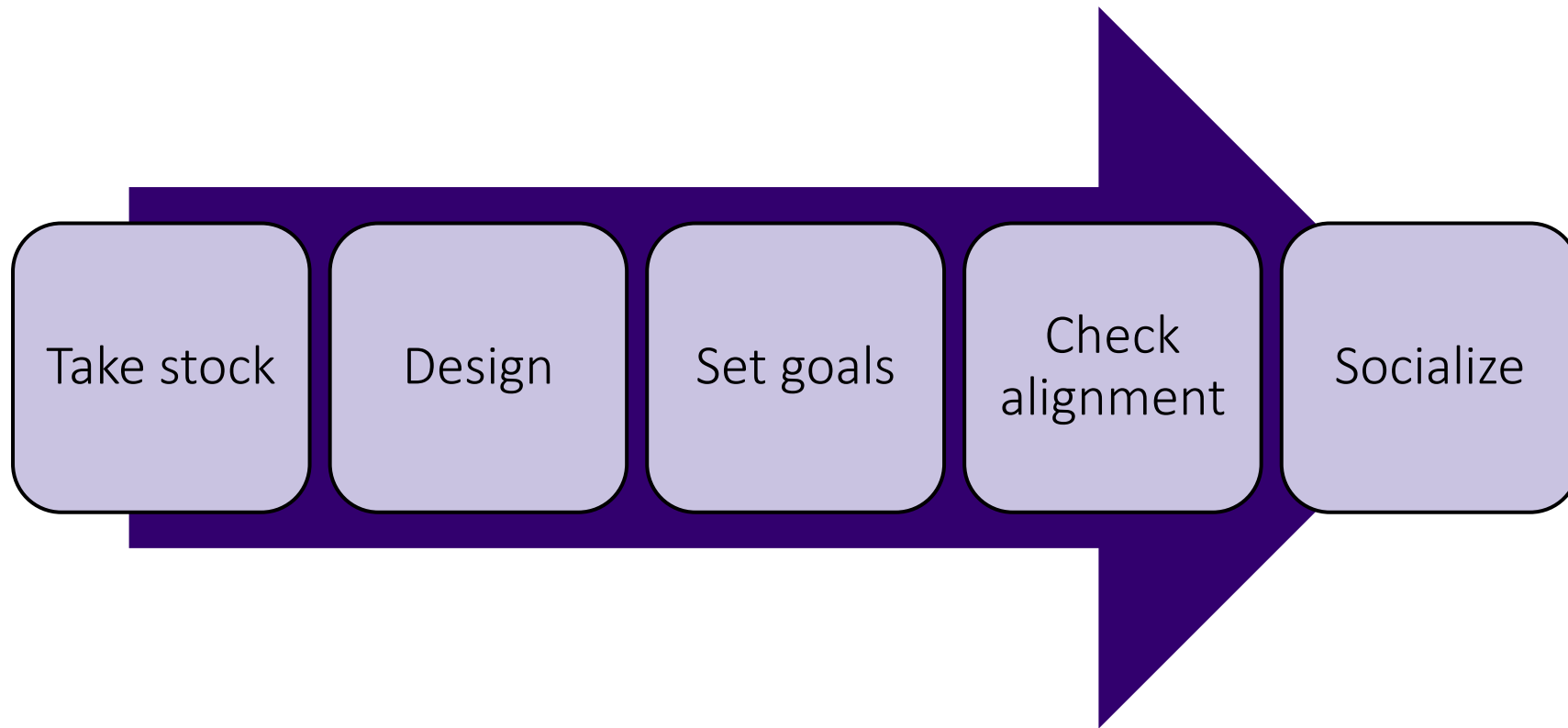
Try stuff

Have fun

Ask for  
help

# Creating Your Plan

# An Approach




# Step 1 – Clarify Core Values



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

<https://benjaminspall.com/core-values/>

<https://daretolead.brenebrown.com/wp-content/uploads/2019/02/Values.pdf>



**List of  
VALUES**

Accountability	Diversity	Intuition	Safety
Achievement	Environment	Job security	Security
Adaptability	Efficiency	Joy	Self-discipline
Adventure	Equality	Justice	Self-expression
Altruism	Ethics	Kindness	Self-respect
Ambition	Excellence	Knowledge	Serenity
Authenticity	Fairness	Leadership	Service
Balance	Faith	Learning	Simplicity
Beauty	Family	Legacy	Spirituality
Being the best	Financial stability	Leisure	Sportsmanship
Belonging	Forgiveness	Love	Stewardship
Career	Freedom	Loyalty	Success
Caring	Friendship	Making a difference	Teamwork
Collaboration	Fun	Nature	Thrift
Commitment	Future generations	Openness	Time
Community	Generosity	Optimism	Tradition
	Giving back	Order	Travel
	Grace	Parenting	Trust
	Gratitude	Patience	Truth
	Growth	Patriotism	Understanding

# Step 2 – Prioritize Your Values

What do I value most?

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

How do these values show up in my life?

\*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



# Step 4 – Reality Check



List all the elements of your life

Adjust the pieces of the pie

How are you feeling about each?

Yikes! Not where  
I want it to be

At risk. Ok now  
but may need  
adjustment

Great spot!  
Keep it as is

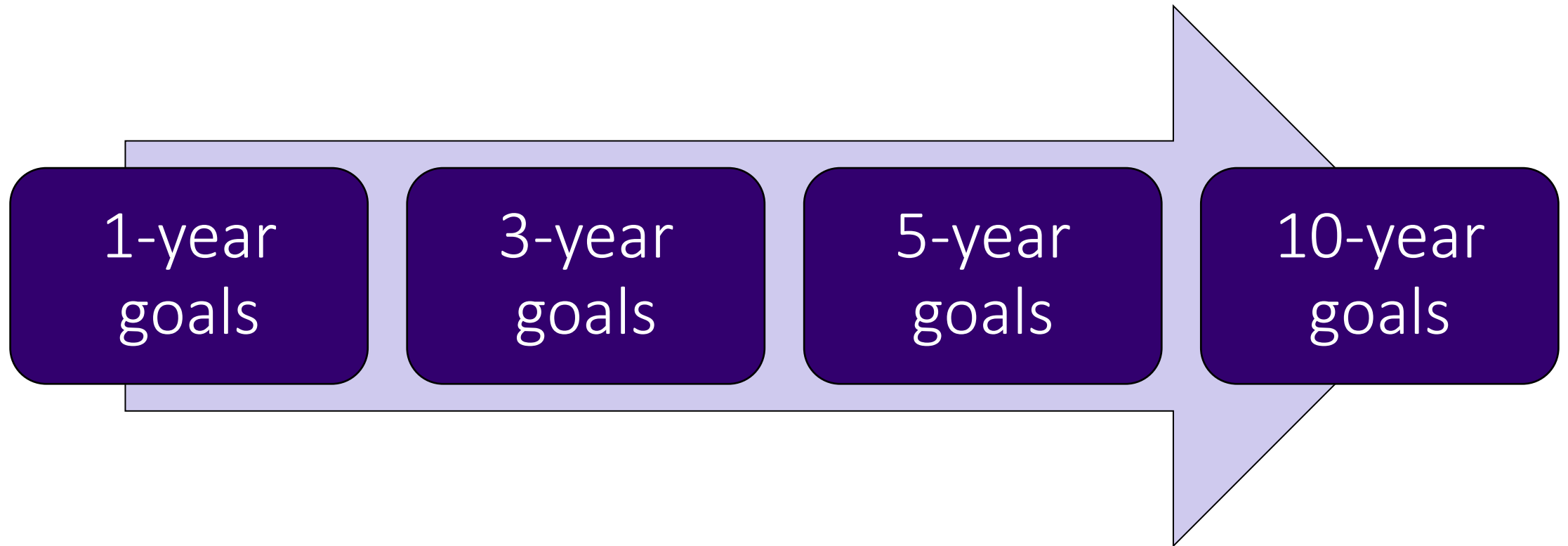
# Step 5 – Delineate 10-Year Goals

Where do you want to be 10 years from now

**THINK BIG!!!**

What is your dream for yourself?

# Step 6 – Work Back to 1, 3 and 5-Year Goals



Can help assess “opportunities” as they arise

# Step 6 – Work Back to 1, 3 and 5-Year Goals

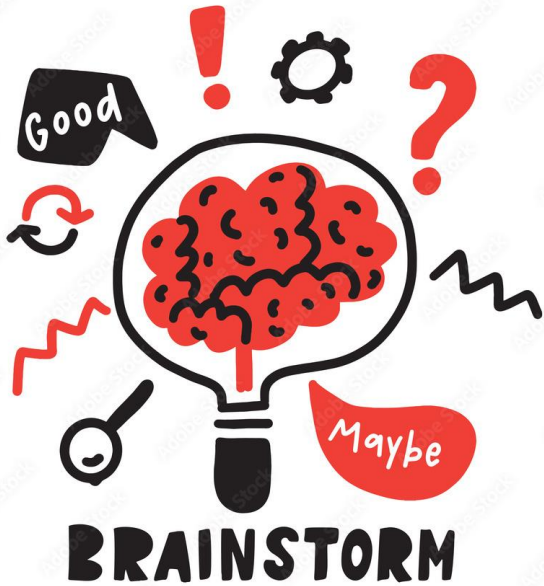
Limit the total number of goals

Make them SMART

What does success look like?



# As You Design



Start with brainstorming

Choose a few ideas to start

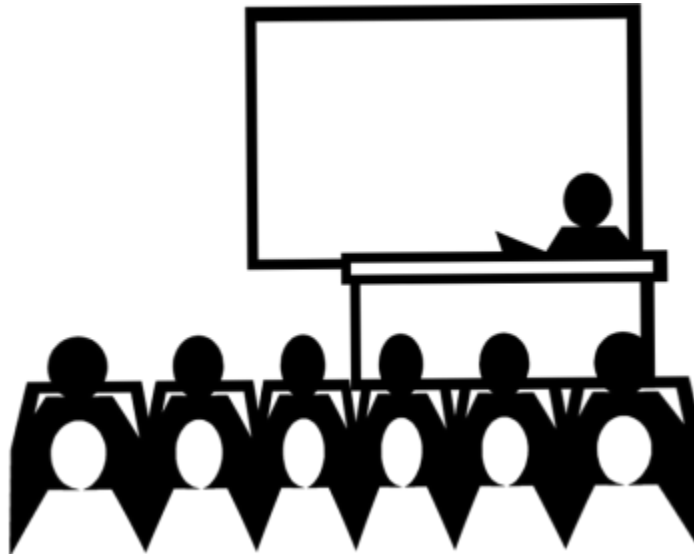
Share them with others

Test and learn – this is iterative

# Step 7 – Identify Skills You Need



Ask senior colleagues



Ask your peers

# Step 8 – 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




# Check Alignment with Your Core Values



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

<https://benjaminispall.com/core-values/>

<https://daretolead.brenebrown.com/wp-content/uploads/2019/02/Values.pdf>



**List of  
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	Gratitude	Patience	Truth
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# Step 9 – 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 10 – Continue to Test and Learns

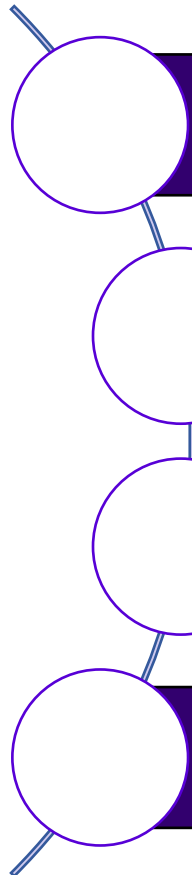


Plan as year comes to close

Protect time for reflection

Reassess your goals

# Take Homes

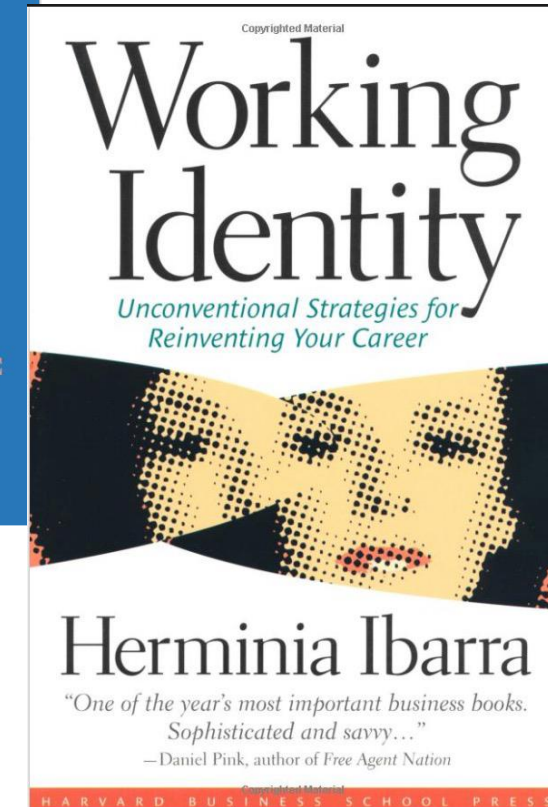
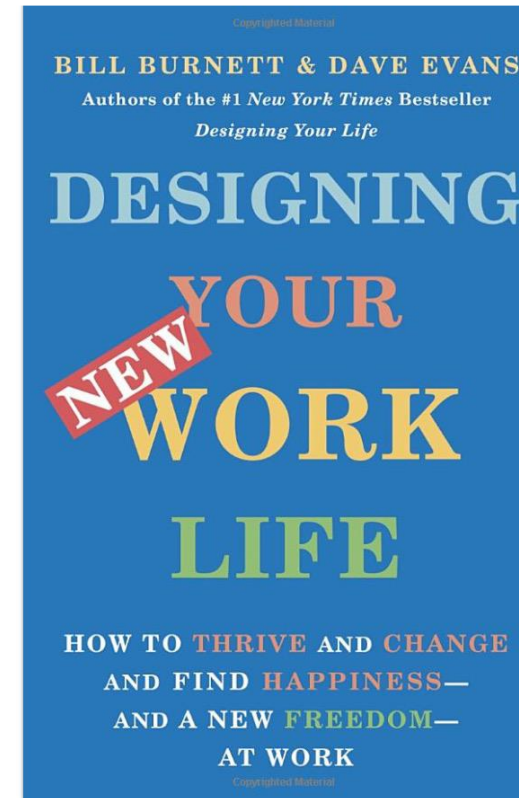
- 
- Begin by spending time in self-reflection
  - Take the time to write things down
  - Seek and incorporate input from others
  - Find time to do this regularly – it is iterative

# Additional Reading

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Thank you!

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