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
Big Thanks!!

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Doug Fowler, PhD — Professor, Genome Sciences
Anne Slater, MD — Clinical Professor, Pediatric Emergency Medicine

Kat McGhee Drummond
Program Manager
Faculty Affairs
Who is in the room?
What is your department?
Where are you in the process of promotion?
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

- Take stock
- Design
- Set goals
- Check alignment
- Socialize
Step 1 – Clarify Core Values

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?

How do these values show up in my life?

*Engage your significant other
Step 3 – Identify Your Strengths

- Mentorship
- Curiosity
- Leadership
- Creativity
- Nurturing
- Collaboration
- Independent thought
- Supportive friend
- Ingenuity
- Logical thought
- Hard work
- Effective teacher
- Great parent
- Meticulous care

https://www.viacharacter.org
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 begin
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://benjaminspall.com/core-values/
## Step 9 – Engage Supervisor & Mentors

<table>
<thead>
<tr>
<th>“Boss”</th>
<th>Mentors</th>
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| • Separate meeting – not annual review  
• Work for engagement & excitement  
• Align your goals with steps to promotion | • 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


Thank you!

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