

BUILDING YOUR ACADEMIC CAREER

When to Say Yes.... Or No!

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PEARLS

- “What I wish someone might have told me early in the game”



Late junior/mid-career physician

- Have a niche/interest upon which you can focus your activities with promotion in mind
- Seek out mentors with similar niche interests
- Seek out local/regional/national opportunities that foster development, scholarship and networking in your niche interest

Division Director and Vice-chair

- Keep records of everything you do
 - Use your administrative assistant, calendar and on-line CV tool to maintain them
- Look for opportunities to have your teaching assessed and reviewed to build your portfolio
 - Seek out College and University resources
- Use your annual faculty review to get feedback and help find new opportunities
 - Come to your review prepared, knowing your P & T guidelines

Promotion and Tenure Committee Member

- Don't go up for promotion unless it's a sure thing
 - LISTEN to your departmental consulting group, Dean of Faculty
- Annotate your CV
 - A basic science researcher should be able to understand what you did, your role, time commitment, and why important
- Your CV must demonstrate that your work is getting out to the state/region/nation/world
 - Peer-reviewed publications best, esp those with high impact factor

Critical questions to aid decisions

- Does my department head really want me to do this?
 - i.e. what are the costs of saying no
- Will this develop my reputation or offer me valuable networking on the state/regional/national level?
 - Will this result in a publication with my name included?
- Is this an opportunity that doesn't come up very often?
 - Example, serving on an ACOG national committee
- What is the time commitment?
 - Can I make time by giving up something else that is less strategic
- Does this mesh with my career trajectory/niche?
 - Avoid "time bandits" which do not align

Other discussion items

- How many chapters is too many?
- How do I learn to say No?

Resources

- Sullivan, G., “A Toolkit for Medical Education Scholarship,” J Grad Med Ed, 10:1-10, Feb 2018. *Practical advice especially for medical educators with limited resources.*
- Burnham, J., Hooper, L., Wright, V, “Top 10 Strategies for Preparing the Annual Tenure and Promotion Dossier,” Faculty Focus, April 2012. Available at:
 - <https://www.facultyfocus.com/articles/faculty-evaluation/top-10-strategies-for-preparing-the-annual-tenure-and-promotion-dossier/>
- Most importantly, carefully review your own institution’s promotion guidelines

Critical questions



Opportunity for publication?

OR

Opportunity for other dissemination? (present workshop, etc.)

OR

Opportunity for networking or developing my reputation?

OR

Boss really wants me to do

Yes

Am I the right person? Does this fit with my niche/career trajectory?

No

Can I suggest someone else, a colleague, or mentee?

Yes

Is this a rare opportunity?

No

Wait for a next time?

Yes

Do I have the time?

No

Can another task I have be delegated to someone else to make room?

Yes

Do I have the right skill set?

No

Can I negotiate support or develop the skills I need?

Yes

GO FOR IT