

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

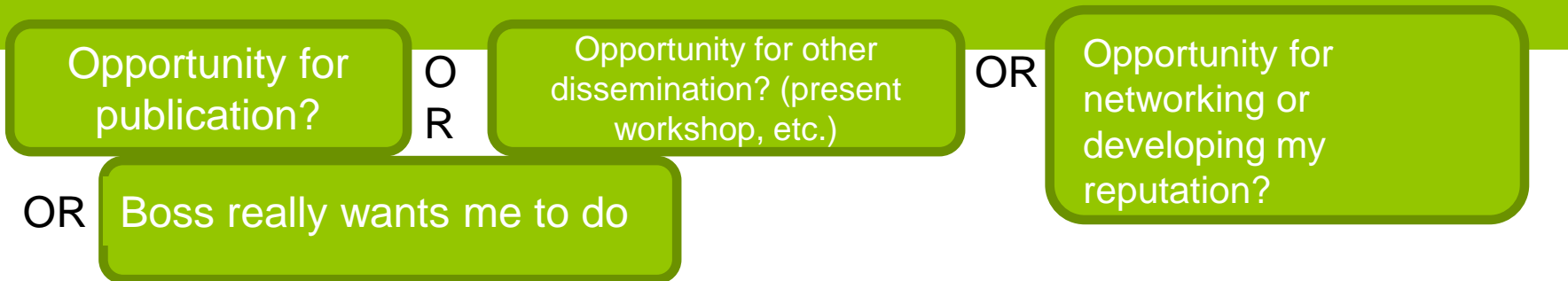
Other discussion items

- 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



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