

Getting Your Faculty Promoted

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Outline

- Example of a promotions letter
 - Why do you want to be promoted?
 - The promotions process
 - Boyer's Model of Scholarship
 - Tips for building your portfolio
 - Helping your faculty
- Why do to you want to be promoted?
- Not fame or fortune, but a defined career goal

Promotions Process

- Review the promotions criteria at your institution
- Discuss with mentor / chair possibility of promotion
- Prepare portfolio
- Portfolio review and endorsement by Chair / Department committee
- External reviewers
- Review by institution promotions committee*
- Recommendation to provost, board, president of university

External Reviewers

- Need to have letters reviewing / being impressed by external faculty
- Assistant Professor = local impact, reviewers in home institution
- Associate Professor = regional impact, reviews by regional faculty
- Professor = national or international impact, reviews by national faculty
- Grow your network!

Boyer's Model

Scholarship of Discovery
Scholarship of Integration
Scholarship of Teaching
Scholarship of Application

Publications

- Peer reviewed journal > textbook > abstract > media
- Measuring impact of pubs:
 - Impact Factor of Journals
 - H Index, SciVal
 - Altmetric Score
- Altmetrics
- Tracking FOAMed impact
- Reporting followers, likes, and page views
- Media hits
- Not peer reviewed?
 - MedEd Portal
 - ALIEM?

Scholarship of Teaching

- Teaching evaluations – NEED them, SAVE them
 - Students, residents, peers
- Curriculum development
- Evidence of innovation

Scholarship of Application

- Never a problem for clinical faculty
- Also includes **service**
 - Service to the institution: hosp. committees, directing a dept. function
 - Service to the community

Planning Your Journey

- Develop 1,2,5 year plans in accordance with your promotions criteria
- Fill out each category of Boyer's model
- Mentor your faculty in developing the plan, connect with others for collaboration and expanding the network

Developing your Reputation

- Find a niche (fellowship? graduate degree?)
- Participate in ACEP, join a committee / section
- Attend regional / national meetings
- Keep CV file on desktop, update frequently
- Save all evaluations
- Collaborate, collaborate, collaborate
 - Use of medical students and residents
- Apply for awards

What Leaders Can Do

- Connect faculty with projects, committees
- Encourage collaboration with other departments and schools
- Encourage participation in national organizations
- Foster innovation
- Nominate for / give out teaching awards
- Write reviewer letters

Conclusions

- Promotions provides an incentive for academic productivity
- Promotions criteria provides a road map for what must be achieved
- Develop productivity in all aspects of Boyer's Model
- Need external reviewers, repay the favor
- FOAMed and social media can contribute to promotions
- Build the network by participation in national organizations
- Collaborate, collaborate, collaborate