

How to Get Promoted and Mid-Career Promotion: Preparing Yourself for Success

Jennifer Baccon, MD, PhD, MHCM

**Chair, Department of Pathology and Laboratory
Medicine, Akron Children's Hospital**

**Chair, Department of Pathology,
Northeast Ohio Medical University**

President, Association for Academic Pathology

Disclosures

- I have no relevant financial relationships to disclose



Learning Objectives

By the end of the session, the learner should be able to

- Recognize the activities and accomplishments needed to be promoted.
- Describe a personal statement listing achievements and how they relate to fulfilling the criteria for promotion.
- Identify colleagues in the field of Pathology who can be potential letter writers for the promotion process.



Transitioning from Resident to Attending Faculty



- Find the right job
- Establish your leadership presence
- Have fun!



Promotion: Success at the end starts at the beginning



- Set goals
- Define boundaries
- Learn to negotiate
- Keep track of activities

How do you get promoted?



- University guidelines exist – get a copy
- Participate in all mission areas:
 - Teaching
 - Research
 - Clinical work
 - Service



Create your checklist



- What do you need to do to meet University guidelines?
- How do you want to meet those goals?
- What are the things that will take time (years) and how will you start to achieve them?

Find a mentor



- Peers are helpful for daily hurdles
- Mentors help you with the big picture
 - Ask them advice about promotion
- Sponsors speak up for you even when you are not in the room



Work hard and deliberately



- Coasting along is risky
- Nobody is necessarily going to be ensuring you are making progress on your checklist
- Go above and beyond...in thoughtful ways



Regional/National Reputation



- Invited talks
- Professional society membership
- Professional society leadership
- Networking

- People you meet can serve as “arms length” reviewers



Goal: Go into the process with confidence



- Nothing should be last-minute
- You and your Chair should be aligned and supportive of the promotion
- Have a mentor or colleague at the Associate or Full Professor level proofread your dossier



Going up early for promotion



- Can be risky
- Don't push too hard if you are getting advice not to
- Go for it if you are ready!

Putting together your packet/dossier



- CV (format matters)
- Personal narrative
- External reviewers
- Teaching dossier
- Pro tip: do a trial run after 12 months in your job

Personal narrative



- Draft this years ahead of time
- Make it relevant to the promotion criteria for your department and university
- People at the university level might not know what a pathologist is...know your audience
- Time to toot your own horn

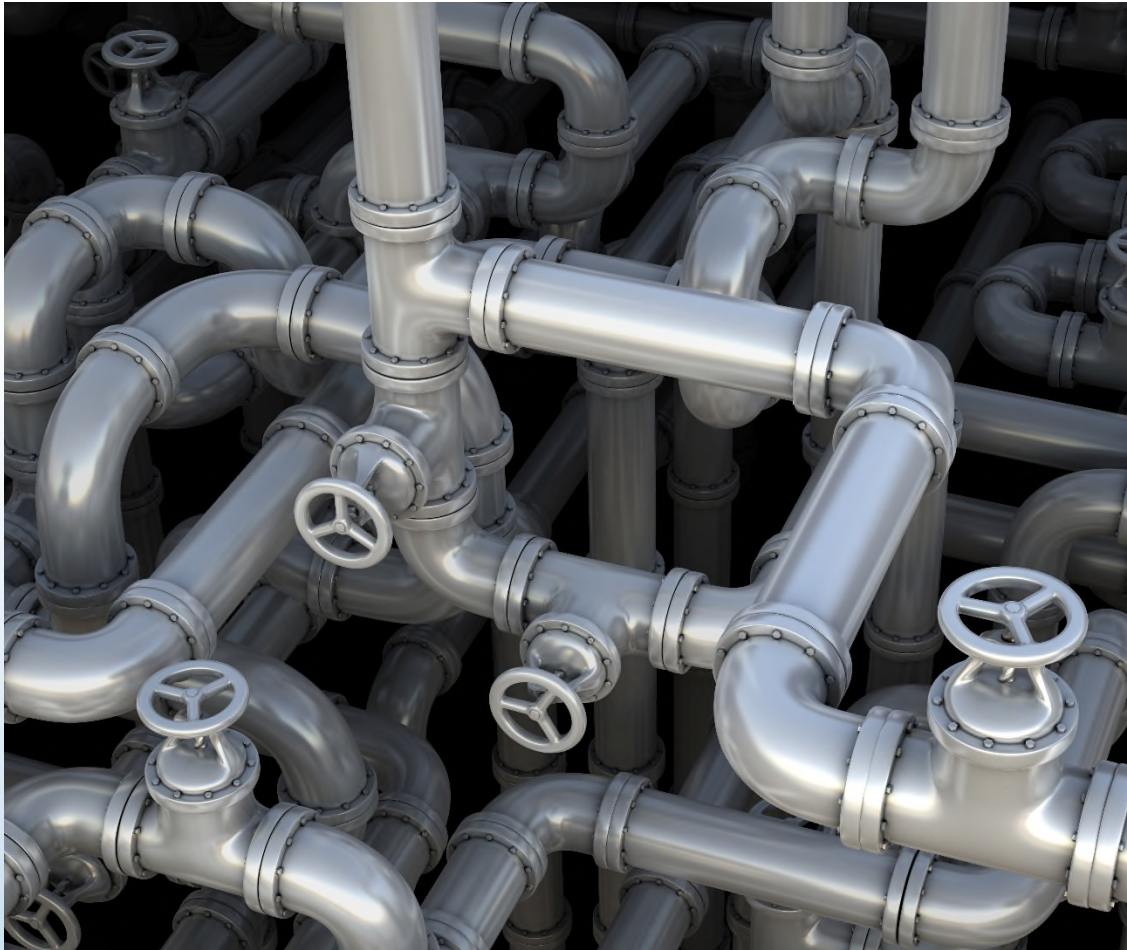


What is an external reviewer asked to do?



- Read through your materials
- They are given university and department criteria for promotion
- Compare you to others at the same level
- Write a letter of evaluation

The process



- Not always simple or transparent
- Process is defined in policy
- Published criteria are just guidelines; there is some flexibility in interpretation
- May be department, school, university levels
- It takes time
- Be patient

ON YOUR PROMOTION!
Congratulations!



References

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