

AAS

Association for
Academic Surgery

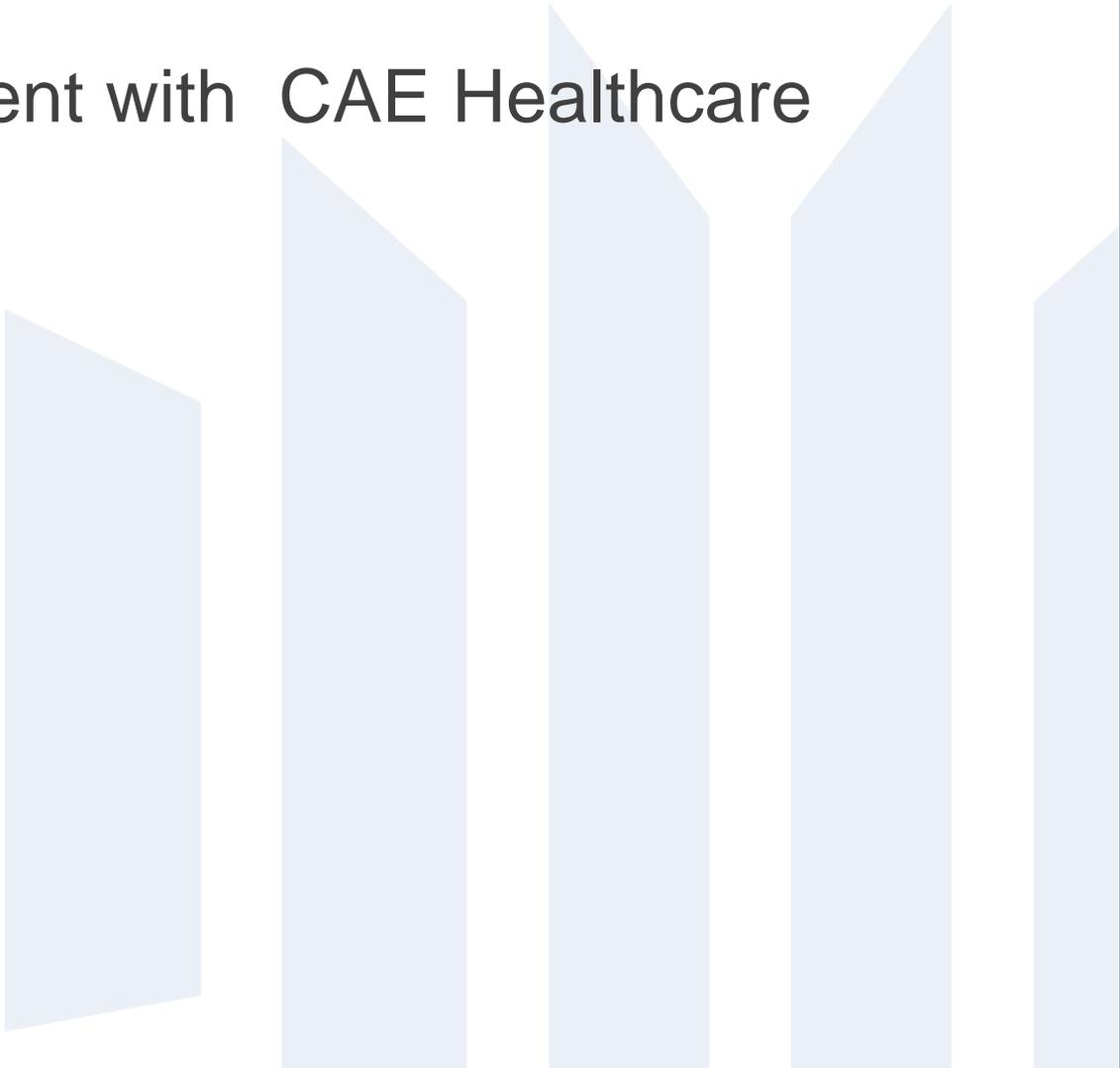
Current Pathways to Promotion

Carla M. Pugh, MD, PhD, FACS

Professor of Surgery

University of Wisconsin

Disclosures

- License agreement with CAE Healthcare
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NATIONAL RECOGNITION

- Awards or prizes
- Invited lectures
- Service
 - national scientific advisory boards
 - study sections
 - grant review panels
- Organizer, chair or moderator
- Leadership roles
- Elected membership
 - ASA, ASCI, AIMBE, NAM
- Editor or service on editorial board



JOHNS HOPKINS
M E D I C I N E

Pathways to Promotion to the Academic Rank of Associate Professor

- Overview of the Academic Promotions Process
- Appointment or Promotion to the Rank of Associate Professor
- Scholarship in Research
- Scholarship in Education
- Scholarship in Clinical Distinction
- Scholarship in Program Building

- Researcher
- Clinician/Researcher
- Clinician
- Program Builder



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- Scholarship in Program Building

- Researcher/Educator
- Clinician/Researcher/Educator
- Clinician/Educator
- Program Builder/Educator



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Pathways to Promotion to the Academic Rank of Associate Professor

- [Overview of the Academic Promotions Process](#)

- The Track System
 - Hopkins – one track
 - Others – Clinical Track & Tenure Track
- The common elements required for faculty advancement are excellence in **scholarship** and **impact** upon one's field.

- The primary basis for academic advancement
- Generation & dissemination of new knowledge
- Accessible to critical assessment and future use

IMPACT

Widely recognized impact on one's field is considered the ultimate measure of successful academic career



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Promotion to Associate Professor

- Publications and Contributions
- National Recognition
- Commitment and Service to the School
 - University
 - School of Medicine
 - Department
 - Leadership Roles:
 - *Division, program, or section chief;*
 - *Residency or fellowship program leadership*
 - *Service as a course director*



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- [Scholarship in Program Building](#)

Scholarship in Research

- National Recognition
- Independence
- Impact
 - Quality of the work
 - Authorship
 - Quality of the journal
 - Citation index

HOW MANY PAPERS?

Promotion to Associate Professor:

- 20-30 publications total:
- 5-10 health science publications
- 3-5 first authored papers
- 3 top-tier publications
- 5 statistical methods papers

FORMULA FOR SUCCESS:

Impact + 1st and Senior Author Publications > Number of Publications

Summary - Research

- NATIONAL RECOGNITION
 - Publications
 - Impact
 - Grants
 - High Level Service
 - Patents
- LOCAL SERVICE
 - University
 - School of Medicine
 - Hospital
 - Department

My Pathway - Researcher



EDUCATION:

University of California, Berkeley
Howard University College of Medicine
Howard University Hospital
Stanford University School of Education

PROMOTION TIMELINE:

2003-2010 Assistant Professor of Surgery, Northwestern (Research/Educator)
2010-2012 Associate Professor of Surgery, Northwestern (Research/Educator)
2012-2015 Associate Professor of Surgery, Wisconsin (Tenure)
2015 Professor of Surgery, Wisconsin (Tenure)

LEADERSHIP/SERVICE:

2003 - 2007 **Associate Director**, Center for Advanced Surgical Education, Northwestern
2007 – 2012 **Director**, Center for Advanced Surgical Education, Northwestern

2012 **Vice-Chair** of Education and Patient Safety, Wisconsin
2012 **Director** of the UW Health Clinical Simulation Program

My Pathway - Researcher

- Publications?

26 (14 first author + 6 senior author)

- Funding

- Stemmler Grant
- Local Hospital
- Foundation
- R-01

My Pathway - Researcher

- National Recognition
 - 2009 – R-01
 - 2010 – ASE Keynote
 - 2011 – PECASE
 - 2012 – DOD Grant
 - 2013 – TEDMED Talk
 - 2014 – ASA
 - 2015 - NEJM
 - 2016 - ASCI

AAS 2006

Scholarship in Clinical Distinction

Scholarship in Clinical Distinction



- National recognition for patient care
 - Unique clinical program, diagnostic test, or intervention
- Reputation for Specific Disease Management
- National Leadership Positions
- Nationwide Invitations
- Specialty Board Examiner

Scholarship in Education

- **SCHOLARLY WORKS**

- Innovative educational programs
- Textbooks & Chapters
- Websites, course design

- **TEACHING**

- Impact of local teaching
- Regional, national or international CME courses
- Teaching awards
- Invited educational consultation or teaching

- **LEADERSHIP**
 - Course Director - undergraduate; graduate, or CME level
 - National Committees
- **LOCAL SERVICE**
 - Recruitment
 - Mentorship (progress and scholarship of mentees)
- **RESEARCH**
 - Development of or leadership in educational research projects
- **FUNDING**

Scholarship in Program Building

Scholarship in Program Building



National recognition for development of a clinical, educational, or scientific program that is widely recognized

Scholarship in Program Building

- **PUBLICATIONS**

- Descriptions and evaluation of innovative educational, basic science or clinical programs
- Publication in healthcare management journals
- Book chapters
- Clinical or training guidelines
- Clinical observations/case reports
- Patient education materials
- Audio and video learning aids

- **SERVICE**

- Invited reviews
- Editorship for a journal or a textbook

- **FUNDING**

- **INTELLECTUAL PROPERTY**

SUMMARY

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