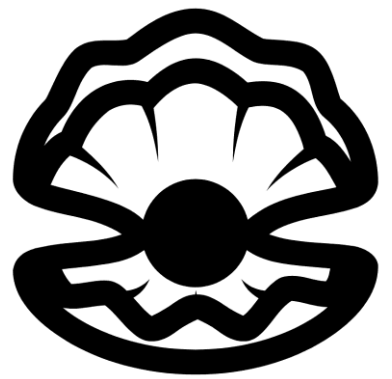




AAS

Association for  
Academic Surgery



# Pearls for Promotion

Lillian S. Kao, MD, MS

Professor

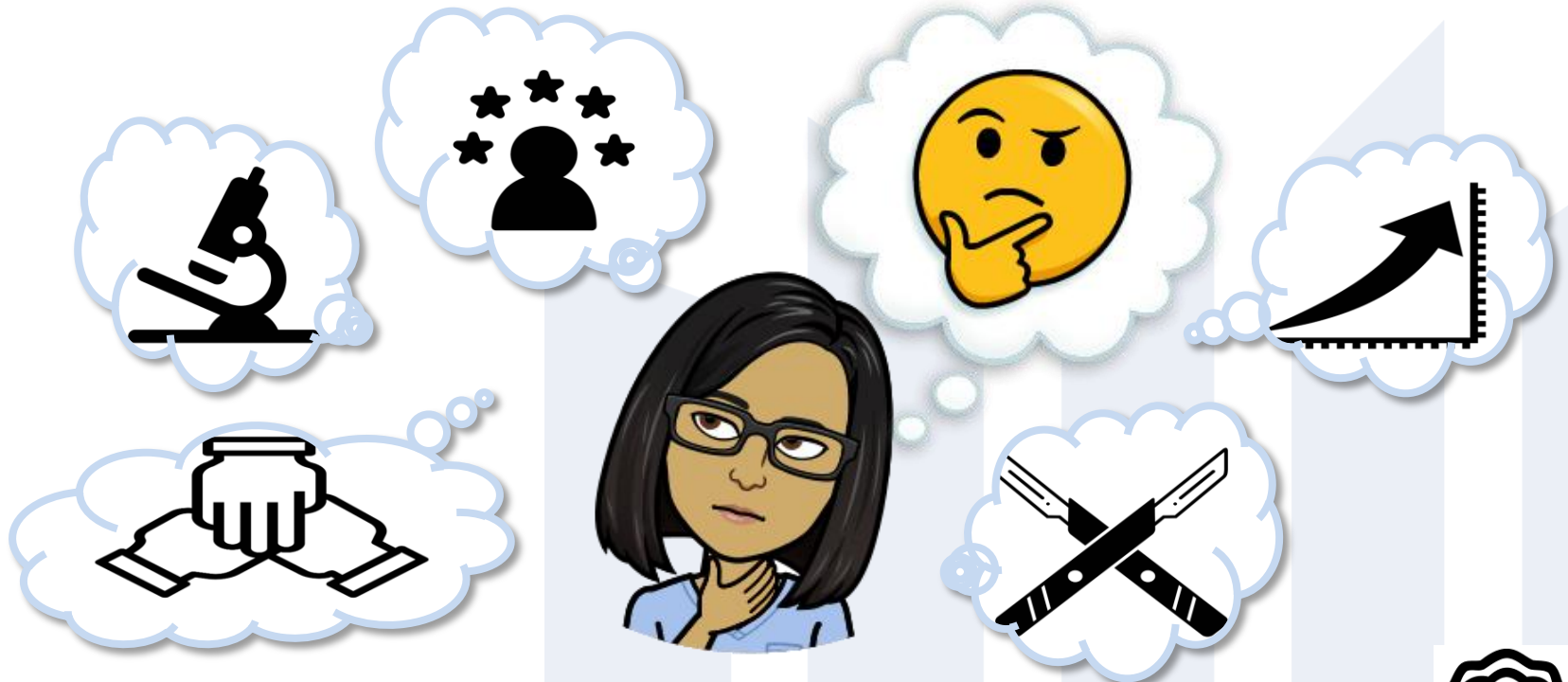
McGovern Medical School at the University of Texas Health Science Center

# Disclosures

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- I am a series editor for *Success in Academic Surgery*.
- 

# #1. Find your passion



What problem do I want to solve?

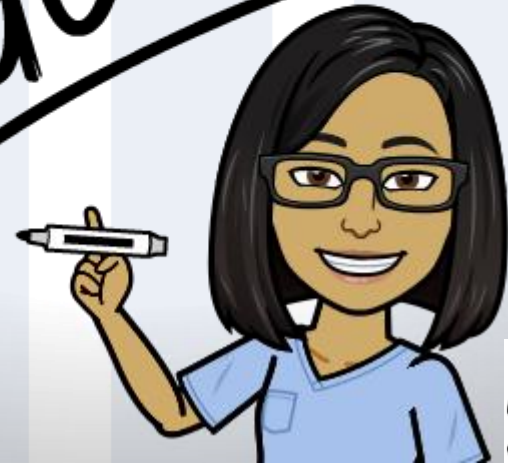


## #2. Identify short & long-term goals

- Specific
- Measurable
- Achievable
- Relevant
- Time-framed

**Example:** To submit a K23 application within 1<sup>st</sup> faculty year.

#GOALS



# #3. Perform a gap analysis



Current state

# GAP



Desired state

# #4. Manage your time & prioritize

ME  
ME  
ME

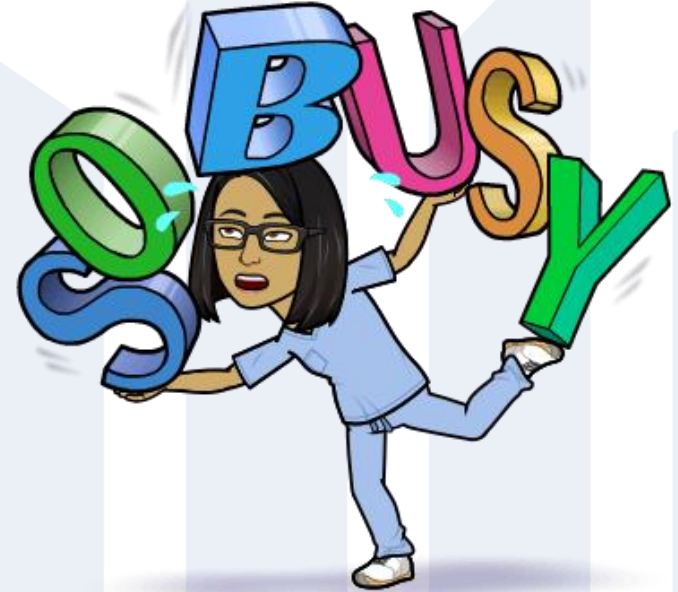
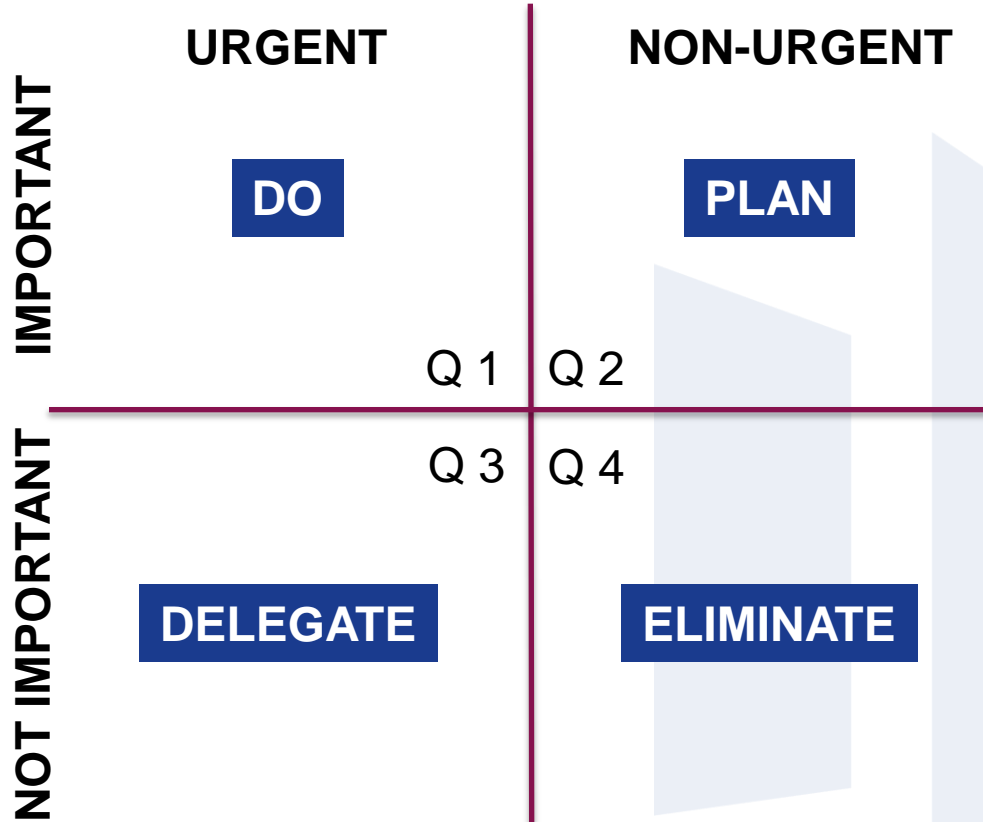


vs.

NO  
*Thanks*



# #4. Manage your time & prioritize



# #5. Document & track your activities

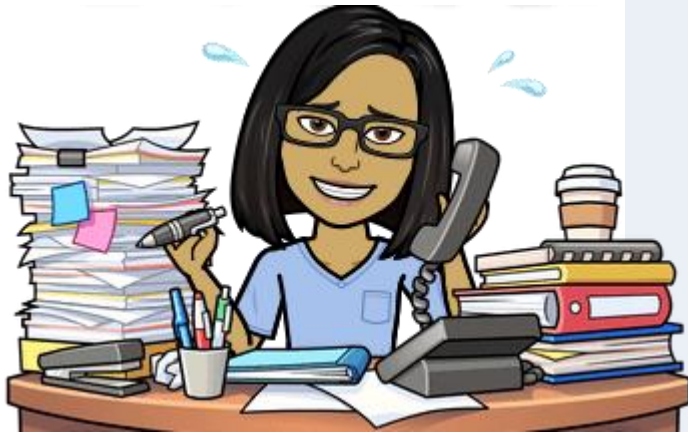
## Preparing your University of Texas CV

UT CV format

Examples & Tips for organizing your CV

BEFORE - CV with errors

AFTER - CV corrected



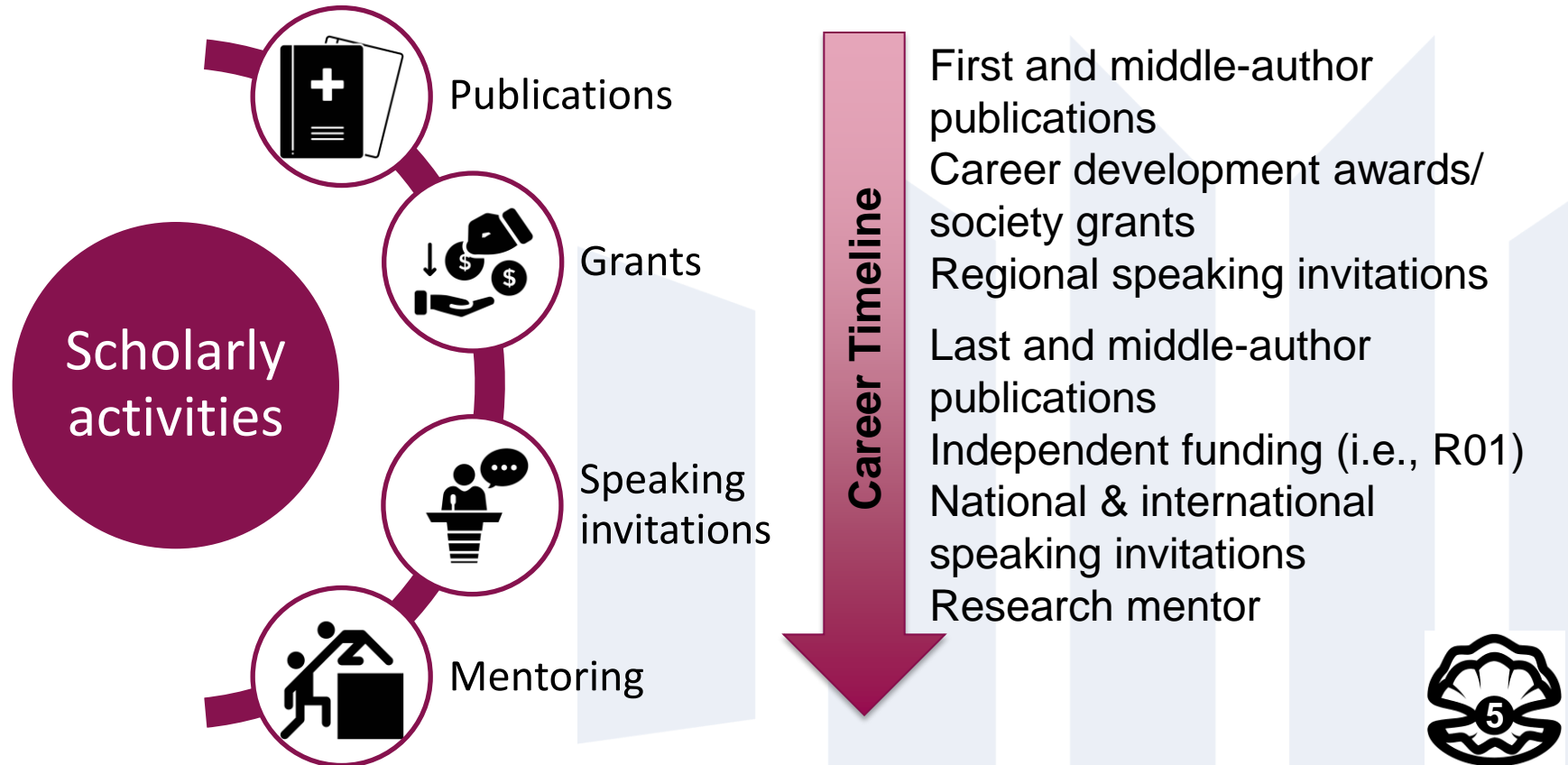
### **DO's:**

1. Follow your institution's format.
2. Update your CV frequently and routinely.
3. Make your CV easy to read.
4. Review your CV with regards to progress on short and long-term goals.





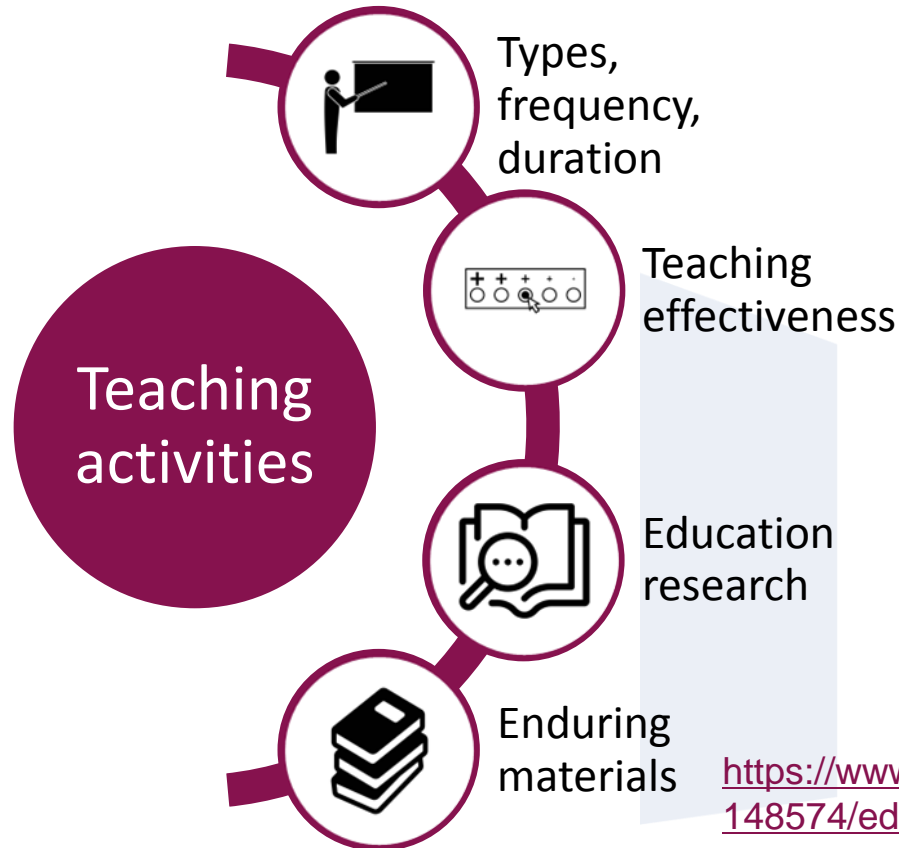
# #5. Document & track your activities



# #5. Document & track your activities



# #5. Document & track your activities



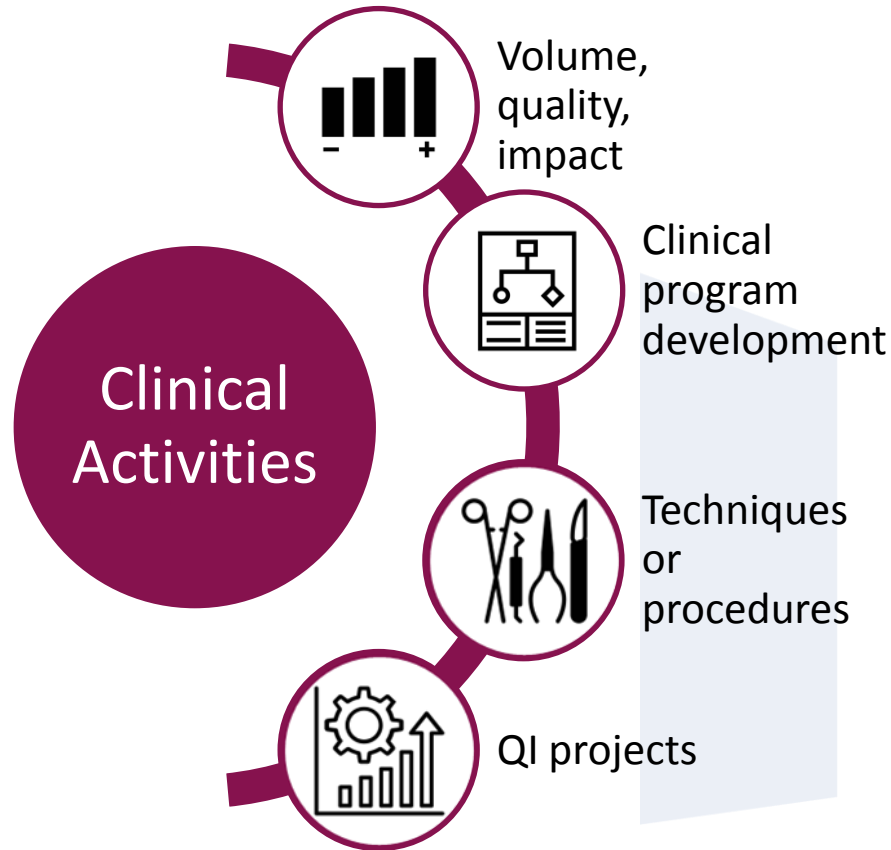
## Educational Portfolio:

- Educational philosophy statement
- 5-yr goals as an educator
- Educational contributions:
  1. Teaching
  2. Learner Assessment
  3. Curriculum Development
  4. Mentoring and Advising
  5. Educational Leadership and Administration

[https://www.aamc.org/members/gfa/faculty\\_vitae/148574/educator\\_portfolio.html](https://www.aamc.org/members/gfa/faculty_vitae/148574/educator_portfolio.html)



# #5. Document & track your activities



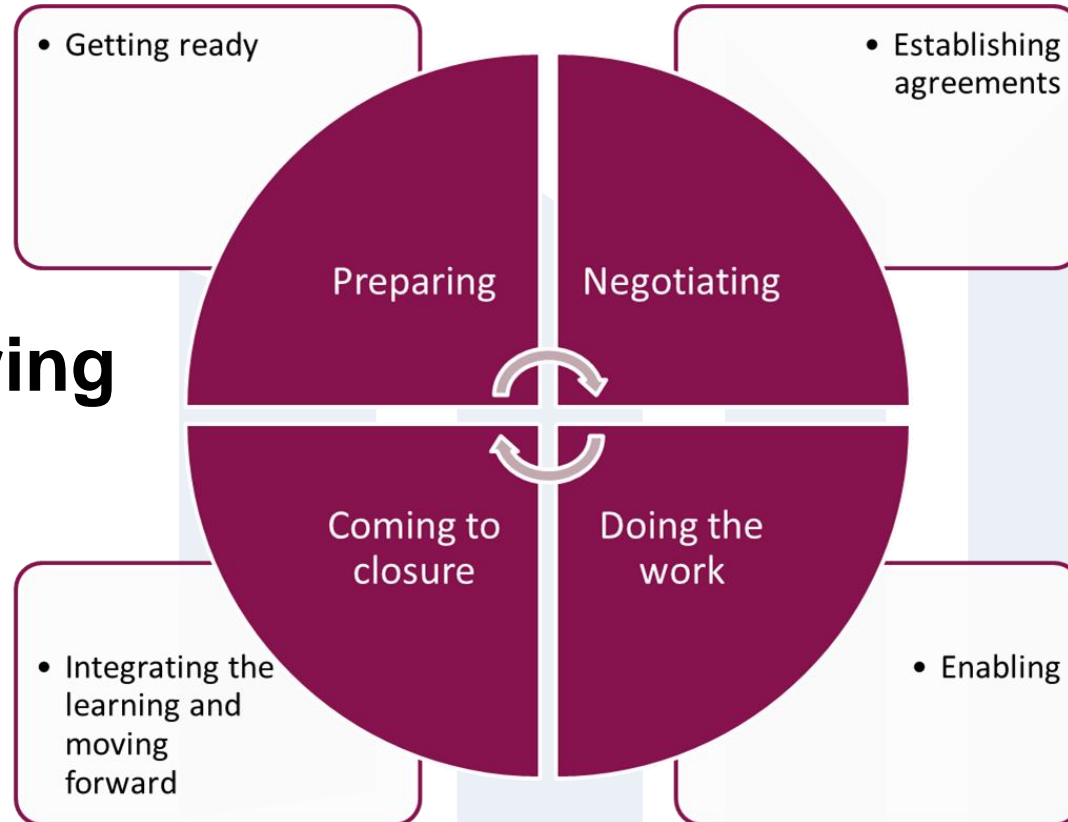
## Promotion Narrative:

- Major clinical obligations and duties
- Unique contributions deriving from your clinical service
- Metrics of patient satisfaction
- Quality assurance and improvement metrics
- Evidence of cross-specialty collaboration

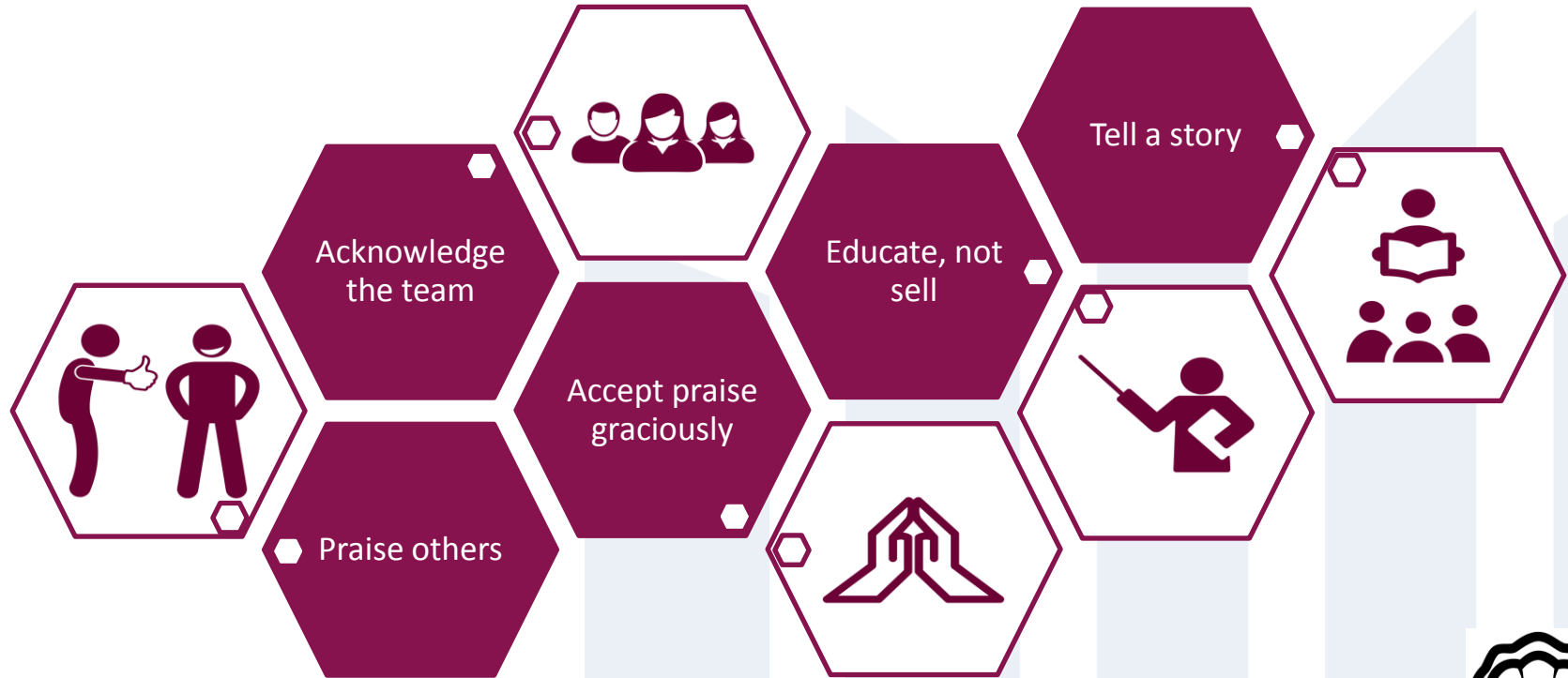


# #6. Get a mentor

## The Mentoring Cycle



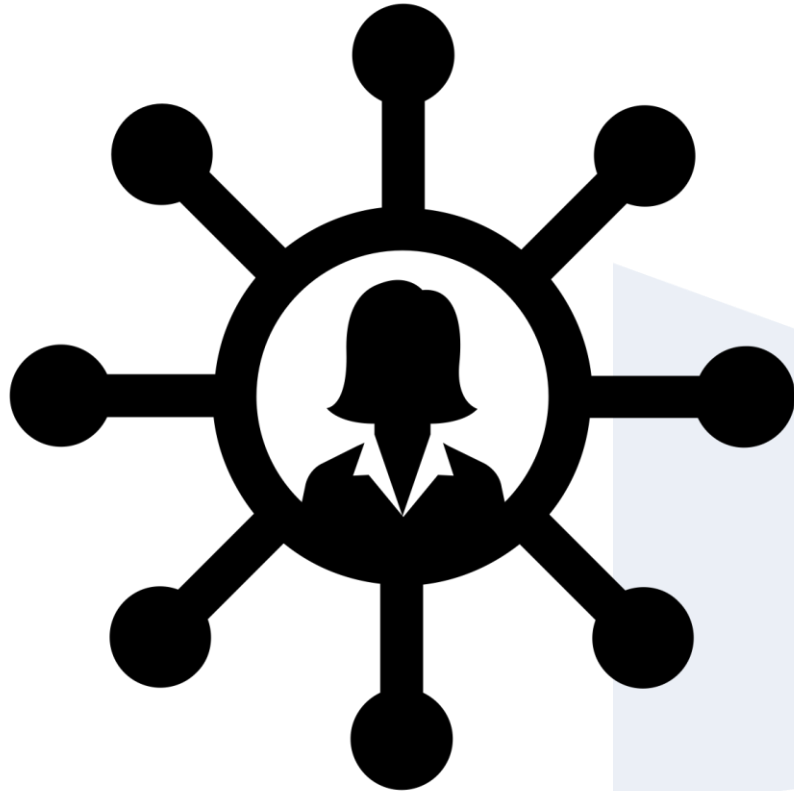
# #7. Self-promote



Morahan PS. Academic Physician & Scientist, 2004.



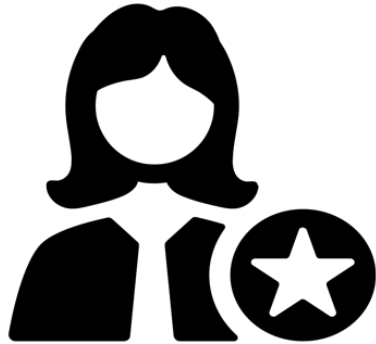
# #8. Network



- External referees = peers who know the candidate through
  - Professional accomplishments
  - Not from a personal relationship

# #8. Network

## Promotion



42% vs 18%

## Pay increase



15% vs 5%

## Optimism



78%

***Networking moves the needle!***

<https://hbr.org/2018/02/do-womens-networking-events-move-the-needle-on-equality>





# #8. Network



# #9. Become familiar with the process



# #10. Follow your passion

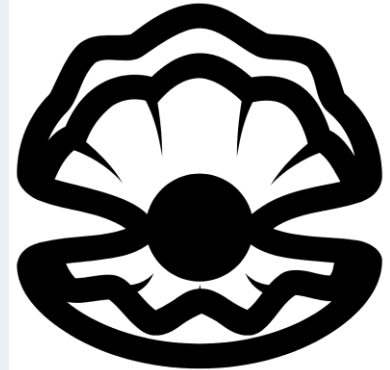
- *“Choose a job you love, and you will never have to work a day in your life.”*
  - Confucius
- *Follow your passion, and you will never have to work for promotion.*



# Summary

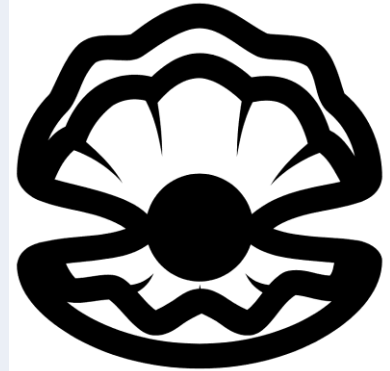
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1. Find your passion
2. Identify short and long-term goals
3. Perform a gap analysis
4. Manage your time & prioritize
5. Document & track your activities



# Summary (continued)

6. Get a mentor
7. Self-promote
8. Network
9. Become familiar with the process
10. Follow your passion



# Questions?

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