

# Pathways to Academic Success

# Academic Tracks

- Investigator track
- Clinical research track
- Teacher clinician track
- Clinician scholar track

# Academic Track

- *Varies with institution*
- *Usually associated with funding*
- *Has an academic clock*

# Investigator Track

- Peer reviewed publications
- Federal and nonfederal grant funding
- Mentoring
- Teaching
- National and international recognition and activities

# Clinical Research Track

- Peer reviewed publications
- Federal, nonfederal and industry grant support
- Mentoring
- Teaching
- National and international activities and recognition

# Teacher Clinician Track

- Development of novel teaching approaches
- Recognition by students and peers as outstanding teacher/communicator
- National recognition for teaching skills and methods

# Clinician Scholar Track

- Local and national recognition for expertise in specialty
- Evidence of substantial clinical activities
- Publication of clinical observations and studies

# Tenure

Not all its made out to be!

# Publications

- Be aggressive in writing up research results
- Get advice from a mentor or colleague
- First or last authorship are the ones that are recognized
- Chapters and reviews are rarely counted toward promotion except in designated track

# Grants

- Write early and get advice from colleague
- Send application to as many funding agencies as possible
- Contact program officer or voluntary organization about the fact that you plan to submit and get their advice
- Keep grant simple, direct and logical
- Remember reviewers are overloaded

# Mentoring

- Treat your students well
- Make sure they have the opportunity to thrive
- Give them as much credit as possible
- Let them take projects with them when they leave
- Remember their reputation is your reputation

## Local Activities

- Don't get overwhelmed early
- Pick one committee that will also be a learning experience such as an IRB if you are a clinical researcher or an internal grant review committee if you are in basic research
- Subspecialize in an area relevant to your research

# National Activities

- Try to give talks at National meetings or at other universities
- Get to know the voluntary groups that relate to your subspecialty and perhaps serve on their science board
- After your second grant renewal, serve on a study section

# Get to Know Your Institution

- Get to know people in your institution - they will be the ones sitting on your promotions committee
- Ask to give talks in other departments

# Meet with Your Chair

- Meet at least yearly with your chair
- Provide an updated cv
- Provide 2-3 written paragraphs about your success
- Ask about promotion
- Ask about salary

# Quality of Life

- Go out once a week
- Organize your work so you can be with your family in the evenings.
- Partner with your significant other to make room to go on short trips to other institutions to visit and give talks

# Job

- Always know where your next job might be
- Being recruited to a new institution may be a big plus
- Weigh your opportunities carefully

# Negotiating a New Job

- Should get a salary commitment regardless of grant support in first years (look up standard salaries on AAMC website)
- Get commitment for the equipment, technical support and supplies for first two years
- Ask for protected time in first year
- Make sure you can actually succeed with the resources committed to you
- Don't forget an office and part of a secretary
- Check deal with your mentor who can advise you

**Good luck!**