

# Obstacles to advancement in academics: one woman's perspective

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# Common Obstacles

- ▶ Writer's Block
- ▶ Team Player/good citizen
  - Which committees to join?
- ▶ Promotion
- ▶ Relationship with your Boss
- ▶ Travel

# Promotion/Publications

- ▶ Publications are key to promotion in academic medicine
- ▶ Learn what tactics work for you (many different styles work)
- ▶ As early as possible in your academic career, build or become part of your “team”
- ▶ Seek advise from senior colleagues



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# Writer's Block

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- ▶ This is a COMMON problem!!!!!!
- ▶ It does take planning to overcome
- ▶ No need to feel embarrassed

# How to Overcome Writer's Block

## Tips:

- ▶ Plan UNINTERRUPTED TIME !!!!
  - ◆ 1/2 DAY A WEEK (even a few Saturday mornings)
- ▶ Create a deadline Become part of a team
  - ◆ interdisciplinary is best
- ▶ Recruit medical students, residents and fellows to be first author on interesting studies
- ▶ Don't be a perfectionist.

# Publications/Promotion

Facts regarding promotion:

- ▶ First, second and last (senior) authorship papers all count heavily in promotion
- ▶ For faculty wishing promotion to Assistant professor, first and second are important

# Publications/Promotion

Facts regarding promotion:

- ▶ For promotion to Associate and Full-Senior (last) author is important (yeah -- less writing!)
  - ◆ senior authorship indicates you are a MENTOR
  - ◆ only occasionally at associate professor is it appropriate to be first author

# Publications/Promotion

## Tips:

- ▶ Never write a paper by yourself
- ▶ You can set aside small sections at a time
  - ◆ Abstract
  - ◆ Outline
  - ◆ Discussion
  - ◆ References

# Promotion/Publications

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- ▶ Learn what tactics work for you (many different styles work)
- ▶ As early as possible in your academic career, build or become part of your “team” or “teams”
- ▶ Seek advise from senior colleagues

# Team Player/Promotion

- ▶ Committees
  - ◆ Important as part of networking, being a good citizen
  - ◆ Be selective
- ▶ Example: National Committee: will it lead to more national name recognition ? If asked to be secretary– will it lead to being Vice-president or President?

# Your Boss

- ▶ How important is your relationship with your boss?
- ▶ Who puts promotion package forward in your Dept or Division?
- ▶ Who does the work of promotion?
- ▶ Is it tied to your salary?



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# Travel

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- ▶ Visiting Professorships
- ▶ National Meetings
- ▶ Local Meetings
- ▶ Need to balance work here and national role (e.g. too much time away can hurt your appreciation locally)

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