



University of  
Pittsburgh

Department of Anesthesiology  
and Perioperative Medicine

# Faculty Career Development

---

Academic Promotion

# Goals & Objectives

- What is academic promotion?
- What are the key factors for each promotion?
- How many years do you serve before the next promotion?
- Why does academic promotion matter?
- What is the procedure for academic promotion?
- Streams - Which stream should I choose?
- Tracks - Which track do I fit into?
- Who should I talk to about my promotion?
- More detailed information

# What is Academic Promotion?

- Career path for academic faculty (UPMC and UPSoM dual appointments)
  - Instructor
  - Assistant Professor
  - Associate Professor
  - Professor
- Career path for clinical faculty (UPMC only appointment)
  - Clinical Instructor
  - Clinical Assistant Professor
  - Clinical Associate Professor
  - Clinical Professor

# Key Factors for Each Promotion

## Academic Faculty

- Instructor
  - Newly-hired faculty
- Assistant Professor
  - ABA Board passed
- Associate Professor
  - Recognition as an expert in his/her academic domain locally and nationally
- Professor
  - Recognition as a leader in his/her academic domain nationally and internationally

# Key Factors for Each Promotion

## Clinical Faculty

- Instructor
  - Newly-hired faculty
- Clinical Assistant Professor
  - ABA Board passed
- Clinical Associate Professor
  - Recognition as an expert in his/her clinical domain locally and nationally
- Clinical Professor
  - Recognition as a leader in his/her clinical domain nationally and internationally

# Years of Service Before Next Promotion

- Typically, faculty serve at least **five (5) years** as Assistant/Associate Professor to be considered for promotion to Associate Professor/Professor
- The length of the current position *per se* does NOT guarantee eligibility for promotion

# Why Does Academic Promotion Matter?

- Recognition of academic / clinical expertise
- Career achievement
- Drives your learning and professional growth
- Avenue to new opportunities and leadership

# Academic Promotion Procedure

## Department Level

- Recommendation
  - Chair recommends promotion at the annual FPE meeting; Chief recommends promotion for clinical faculty
- Preparation
  - You will prepare a promotional package with the Vice Chair for Professional Development
- Internal Voting
  - Your promotion is voted on by the Department Faculty Promotion and Appointment Committee ( $\geq 75\%$  affirmative votes are required)
- Submission
  - Chair submits a recommendation letter to the Vice Dean of the School of Medicine



# Academic Promotion Procedure

## School of Medicine Level

- UPSoM Faculty Promotion and Appointment Committee Voting
  - Your promotion materials are evaluated at the committee and voted on
- Provost Letter
  - You will receive a letter confirming your promotion from the Provost's office
  - Only after the receipt of this letter can you can officially use the new title

The entire process takes **12-18 months**, including these UPSoM level procedures.

# Stream - Which Stream Should I Choose?

- Non-Tenure Stream
  - The majority of academic faculty members are in this stream
- Tenure Stream
  - Physician-Scientists may choose this special stream
  - Determined after discussion with Chair
  - Promotion required within 10 years (otherwise, you will not be allowed to remain in the stream)

# Track - Which Track Do I Fit Into?

- Clinician Investigator Track
  - Clinicians whose expertise is investigation
  - More than 15 publications needed for Associate Professor; more than 30 publications for Professor (more than 1/3 as first or senior author)
- Clinician Educator Track
  - Clinicians whose expertise is education
  - One has to have an educational domain/area of expertise/leadership
- Clinician Leader Track
  - Clinicians with administrative leadership with special impact
- Investigator Track
  - Non-clinician PhD investigators

# Who should I talk to about my promotion?

- Ted Sakai, MD, PhD, MHA, FASA
  - Vice Chair for Professional Development
  - [sakait@upmc.edu](mailto:sakait@upmc.edu)
  - <https://www.anesthesiology.pitt.edu/people/tetsuro-sakai-md-phd-mha-fasa>

# More Detailed Information

## Grand Rounds Lecture: "Navigating the Appointment and Promotions Process"

**Joseph E. Losee, MD, FACS, FAAP**

Dr. Ross H. Musgrave Endowed Chair in Pediatric Plastic Surgery

Associate Dean for Faculty Affairs, University of Pittsburgh School of Medicine

Professor and Executive Vice Chair, Department of Plastic Surgery

Division Chief, Pediatric Plastic Surgery, UPMC Children's Hospital of Pittsburgh

- <https://www.academicprofessionaldevelopment.org/guides>
- <https://pitt.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=e1c76792-9e3b-4c5c-bc79-abae0043d07e>