



University of  
**Pittsburgh**

Department of Anesthesiology  
and Perioperative Medicine

# Faculty Career Development

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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

# More Detailed Information

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

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