
What I Know Now That I Wish I Had Known Then

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Creating a Job Description

- Job descriptions can be limiting
 - Don't get too crazy with the details
 - Keep the “bigger picture” in mind
- Remember to delegate what is not your “passion”
 - You can assist younger faculty
 - You will be given credit for improving the overall organization
- Role of self reflection

Mentorship

- Mentors provide great benefit for
 - Career satisfaction
 - Career advancement
- Consider using multiple mentors and long distance mentors
- Peer mentors are very valuable
 - Identify other junior faculty early in your career to collaborate with

Academic Promotion

- Identify criteria for promotion at your institution
- Commit to an academic promotion plan
 - Review every 3-6 months
 - Use your mentors in the process
- Make your work count twice
 - Get “academic credit” for what you already do
 - Present your work at the APPD!

Remember to have fun!

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