Climbing the Academic Ladder

Julie A. Freischlag, MD
The William Stewart Halsted Professor
Chair, Department of Surgery
Surgeon-in-Chief
The Johns Hopkins Hospital
Disclosures

Julie A. Freischlag, MD

Nothing to Disclose
Why focus and plan your career for timely PROMOTION?
1. Will allow you to obtain leadership positions

2. Will allow you to be an invited speaker, panelist and/or expert

3. Will allow you to make more money
It also feels great to be a PROFESSOR!
Rules of Engagement

1. Need to be familiar with rules and regulation (Silver Book/ Gold Book)

2. Meet with Division Chief/ Department Chair/ Dean of Faculty/ Mentor Committee

3. Formulate a 1, 3 and 5 year plan
Organize Your Time

1. Most need to develop a clinical practice- know your RVU production expectation and hit that number

2. Determine area of research interest and find a mentor(s)

3. Make dedicated time spots to do research – choose your sweet spot
Get Published

1. Submit your papers for publication and revise them and resubmit

2. You cannot get promoted without publishing, (Asst – 20-30; Assoc – 50-60; Prof – 100+)

3. Know the literature so that you do novel and important work
1. Have 2 or 3 projects with 2 or 3 collaborators
2. Utilize students, residents and fellows
3. Be an excellent collaborator yourself
4. Make deadlines
"Continuous publication is the way to be successful."

Samuel Eric Wilson
UC Irvine

Publish at least 5 manuscripts a year!
Building Your National Leadership Reputation

How To Get Started

• Choose a few societies to send your abstracts to and present, discuss and go to the dinners

• Put your name in for committees you are interested in: i.e., education, research, outcomes and tell people to vote for you!

• See how it goes
Next Steps

• Focus on the 1 or 2 societies where it worked
  – AAS
  – AVAS
  – SVS
  – ACS
Building Your National Leadership Reputation

• **Next Steps (continued)**

• Network for offices and committee leads
  – AAS – education committee chair, treasurer
  – AVAS – treasurer, president
  – SVS – education committee chair, treasurer, ? vice president
  – ACS – governor, secretary of governors, regent, executive committee, ? chair of regents
Building Your National Leadership Reputation

Say “yes” to high impact things:

• American Board of Surgery (ABS)
• Blue Ribbon Committee on Resident Education
• Josiah Macey Foundation
• Editor, Archives of Surgery
Building Your National Leadership Reputation

Say “yes” to high impact things:

• Editorial Boards/ Guest Reviewer
  - J SR
  - AJ S
  - J ACS
  - Surgery
  - Ann Vasc Surgery
  - Br J Surg
  - J VS
  - J AMA
  - J CC

JOHNS HOPKINS MEDICINE
Building Your National Leadership Reputation

Say “yes” to high impact things:

• Visiting professor
• Study sections
• Keynote speaker
• Medical School Graduation
• AOA speaker
Building Your National Leadership Reputation

Don’t forget to do important things at home:

• clinical care
• research
• teaching
• search committees
• retreats – especially not in your Department
Building Your National Leadership Reputation

**Other Things – when you have time?!?**

- **Boards – Five Talents**
- **Charity Organization**
  - United Way
- **Annual charity giving for the Department**

Begin to demonstrate generosity to others and what they do – not only yourself
Conclusions

1. Have a plan each year for 1, 3 and 5 years
2. Stay on plan
3. Be flexible to change or add focus
4. Have fun!
“Give the world the best you have and the best will come back to you.”

-Madeline Bridge