**Strategies to encourage promotion**

Draft

* Follow up from Vice Chairs Meeting

Date: March 3, 2023

**Goals:**

* To increase promotions in general commensurate with the size and excellence of our department
* To increase promotions among women and equity-deserving groups in keeping with our commitment to Equity, Diversity, Inclusion, Indigeneity, and Accessibility (EDIIA)

The Department can build on current strong processes and activities: commitment of the Chair, engaged Promotion Committee members, excellent administrative support, promotion workshops, robust review process & timelines. A continuous quality improvement approach will be embedded, to regularly seek and act on feedback from all stakeholders.

**Additional opportunities in DFCM:**

* Increase the "pipeline"
  + Academic mentors for all faculty: Viola Antao is developing this idea
  + Scale & spread promotion groups for mutual support (already implemented at some sites)
  + Sheldon Cheskes & Holly Downey to develop ideas for timely promotion of faculty from Lecturer to Assistant Prof
  + Annual letters of thanks to all faculty for their teaching
* Embed commitment to EDIIA
  + Identify and address barriers, hidden & explicit
  + Targeted supports for women, equity-deserving groups
  + Sample reference: Varpio L, Harvey E, Jaarsma D, Dudek N, Hay M, Day K, et al. Attaining full professor: Women's and men's experiences in medical education. Med Educ. 2021;55(5):582-94.
  + Equitable access to resources (address perception of “unfair” preference for some)
  + Cultural or attitudinal issues (“Why bother?”, low priority)
* Enhance support for candidates
  + Continually seek opportunities to make the process less onerous
  + Spread and scale training of administrative assistants in promotion support, CV requirements
  + Support cost (various mechanisms discussed)
  + Recommend that all faculty create an email folder labelled “Promotion” for storing all relevant materials (a digital “shoebox”)
  + Move faculty from part-time to full-time
  + Incorporate promotion tips or reminders in letters of appointment & congrats
  + Address cultural or attitudinal issues (“Why bother?”, low priority)
* Enhance capacity:
  + Engage and support Chiefs and Division Directors more fully
    - arrange mentorship sessions with Promotion Committee Chair
  + Encourage annual meeting with review of CV with Chief or other
  + Engage more faculty in the process, e.g. Fac Dev reps and all holding senior rank. Faculty need guidance on building and maintaining CV's and regular review. (see also Academic Mentor `above).
  + More members on the Promotion Committee; consider adding all Vice Chairs
* Coordination across programs & leaders
  + faculty development, appointments and junior promotions, mentorship, and awards – can all bring energy to this initiative.
* Stress value of promotion
  + Senior rank required for some positions
  + Honoring senior promotion

**Advocacy re TFOM promotion process**

DFCM Academic Promotions Coordinator and Promotions Committee Chair engage in annual feedback to Decanal Promotion Committee Chair, Dr. Esplen. For 2022, several items have been flagged.