Rewarding Mid-Career Faculty

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Conflict of Interest

• I am an employee of the MGH Institute of Health Professions.
• My travel expenses are being supported by the MGH Institute and the Council of Academic Programs in CSD
• I have no other COI regarding this presentation
Session Outline

• Why focus on mid-career faculty colleagues?
• Key Issues and Concerns
• Opportunities for Mid Career Faculty Members
• Fostering Success and Satisfaction
• Discussion and Q and A
Defining the Issue

Mid-career Malaise
Fatigue
Sense of Aloneness
Lack of departmental support and recognition
Unhappiness of Associate Professors
Lack of clear path to next steps
Perceptions about long-standing associate professors
Role of the chair and senior faculty in the department
What We Don’t Want…

• Burnout by mid-career faculty
• Lost productivity or unsatisfactory teaching
• Individuals who become “stuck” and stop moving forward in their career or their contributions
• Unhappy colleagues
Categories to Consider

• Mentoring in both directions
• Tangible rewards
• Recognition and Awards
• Support for additional promotion
• Career Development Options within university or beyond
• Support for leadership development or coaching
Sample Resources

• The Ohio State University
  – Providing Leadership for Promotion

• MGH Institute of Health Professions
  – Guiding Professional Success: Your GPS

• Vanderbilt University School of Medicine
  – Mid-career Faculty

• Harvard Graduate School of Education
  – Battling the Mid-career Slump
3 Scenarios for Discussion

- **Assoc Professor 1:** Just received tenure, great success in scholarship, enthusiastic about next steps toward Full Professor

- **Associate Professor 2:** Promoted several years ago; has taken on more and more service responsibilities, appears discouraged and burned out about work

- **Associate Professor 3:** Expresses no interest in promotion to full professor; has been in current rank for several years, doesn’t do much in the department and never volunteers for service