

Mid-Career Mentoring-Develop a Promotion Plan

Key Principles:

- A *Promotion Plan* helps you map out key features along your post-tenure career path with an eye towards promotion criteria. You will have more choices and opportunities to grow, pivot, innovate, lead, take risks, and make an impact throughout your post-tenure career.
- A plan is dynamic and should be consulted, examined, and updated on a regular basis.
 - It aligns skills, strengths and expectations to your career choices and work activities.
 - It helps keep you accountable to what matters, for your success, to your goals.
 - It can help prioritize and see tradeoffs when new opportunities or roadblocks arise;
 - Successes should be celebrated along the way.
- This is one framework to guide you on a developmental and strategic approach to support planning, implementing, and achieving goals on the path to full professor. Use this guide alone, modify it, or combine it with other career planning tools.

Promotion Plan Questions:

Consider applying these questions to your overarching career goal(s).

You can also adopt this approach across other domains such as: teaching, advising, mentoring; research/creative activity; visible, impactful, transformative service; individual development like leadership; community engagement, or entrepreneurship, etc.

- Write your goals with relevant time frames.
- How are they aligned with your interests and department/college needs and expectations?
- Describe existing skills, resources, or connections that you can build upon for support?
- What do you need; what specifically requires further development?
- What approaches, resources, strategies, or training will help to develop these areas?
- Identify barriers to you attaining these resources. Can you ask for what you need?
- Seek feedback from mentors and your chair about the goals, alignment with expectations, and approaches; then incorporate their feedback and suggestions in meaningful ways.
- What are your next steps to implement the plan?
- Celebrate success.

Try out the *Promotion Plan Grid* (reverse side)

Explore more with [Detailed Reflection](#)

The ideas presented here have been met with success across a host of institutions, including those with robust ADVANCE programs. There exist other career planning templates and frameworks. Try out the formal template or make your own plan with the guiding questions and ideas. See work [by Buch, et al. 2011](#); <https://advance.uncc.edu>; [UNC Mentoring IDPs](#), [NCFDD](#), etc.

Promotion Plan Grid

This is adaptable. There could be multiple action steps to attain the resources which support multiple development areas per goal. Make this table work for you.

	GOALS	EXISTING STRENGTHS AND ASSETS WHICH SUPPORT THIS GOAL	AREAS TO BE DEVELOPED OR SKILLS TO BE LEARNED	RESOURCES NEEDED MONEY, SUPPORT, TIME, CONNECTIONS	YOUR ACTION STEPS APPROACHES, STRATEGIES, TRAINING, OPPORTUNITIES	TIMELINE START/END
Shorter Term	1					
	2					
	3					
Longer Term	1					
	2					
	3					

The ideas presented here have been met with success across a host of institutions, including those with robust ADVANCE programs. There exist other career planning templates and frameworks. Try out the formal template or make your own plan with the guiding questions and ideas. See work [by Buch, et al. 2011](#); <https://advance.uncc.edu>; [UNC Mentoring IDPs](#), [NCFDD](#), etc.

Created July 2021