

UF COM FACULTY BOOTCAMP: Finding Balance by Identifying What Success Means to You



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WHAT DOES “SUCCESS” LOOKS LIKE IN ACADEMIA



- Antiquated definition of what is “success” in academia
- Bias in metrics related to publications, federal funding, clinical evaluations, and teaching evaluations
 - Disparities likely to be magnified during/after COVID19



CALL TO ACTION: REINVENT WHAT “SUCCESS” LOOKS LIKE IN ACADEMIA

- Add in increased service, experiences with sexual harassment, and other barriers to success
 - Leads to compounding negative effect

IMPACT



OTHER FACTORS WHICH COULD BE INCLUDED IN “SUCCESS” IN ACADEMIA



MENTORING



SCIENCE COMMUNICATION



TRANSLATING RESEARCH INTO PRACTICE OR POLICY



DEFINE WHAT SUCCESS LOOKS LIKE FOR YOU



DEFINE WHAT SUCCESS LOOKS LIKE FOR YOU



Cardel MI et al. Turning Chutes into Ladders for Women Faculty: A Review and Roadmap for Equity in Academia. *J Women's Heal.* 2020. doi:10.1089/jwh.2019.8027
Cardel MI, Dean N, Montoya-Williams D. Preventing a Secondary Epidemic of Lost Early Career Scientists: Effects of COVID-19 Pandemic on Women with Children. *Ann Am Thorac Soc.* 2020. doi:10.1513/AnnalsATS.202006-5891P

DEFINE WHAT SUCCESS LOOKS LIKE FOR YOU AND LET THAT DEFINE HOW YOU WILL STRIVE FOR WORK-LIFE BALANCE





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THANK YOU!

Please feel free to contact me with any comments or questions:

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