

The UW School of Medicine Appointments and Promotions Council

Overview of process and What it means for you

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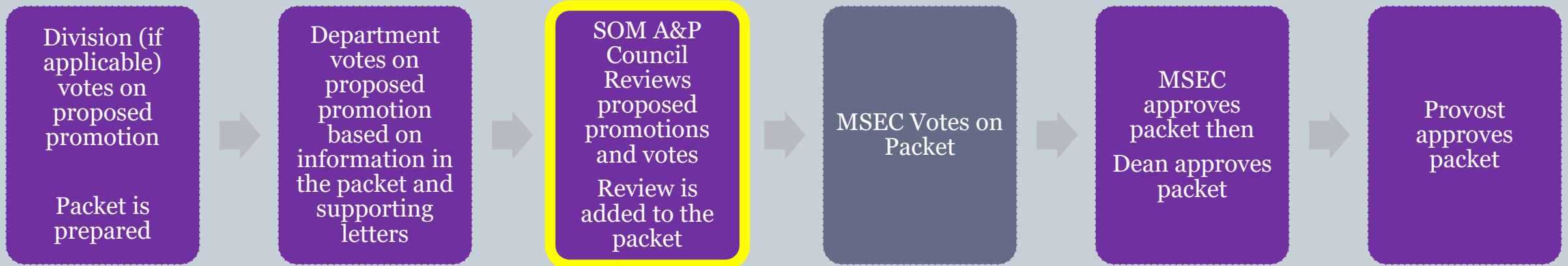
Why care about the School A & P council?

Because it is a key step in the promotion process

Understanding the process will help you navigate your promotions or provide counsel/mentorship to others

Add transparency and resources for questions

Promotion Process



How is the SOM A&P Council different than Division/Department Process or Committees?

Departmental Appointment and Promotion Committees help define criteria for appointment and promotion within a given Department


**Those criteria have commonalities as dictated by Faculty Code and the SOM
They are otherwise unique to the Department**


Are approved by A&P Council and the SOM

All Department voting faculty vote on appointments and promotions (based on rank)

Who votes and when? Where does the SOM A & P Council fit?

- 
- Division regular associate and full professors vote on proposed promotion
 - If Department doesn't have divisions, skip this step

- 
- Department A & P committee votes on promotion, if positive moves to vote of Department associate and full professors
 - If Department is small, there may not be a committee per se

- 
- If Department vote is positive, moves to School of Medicine A&P Council
 - Each step involves more people not inherently familiar with the candidate or their work

School of Medicine A & P Council

One of a few “governance councils” in the SOM

Professors who are not Department chairs

not more than one per Department, regardless of Department size

It serves as peer review on behalf of the SOM, outside of the home Department

Is observed by ex-officio (non voting) members

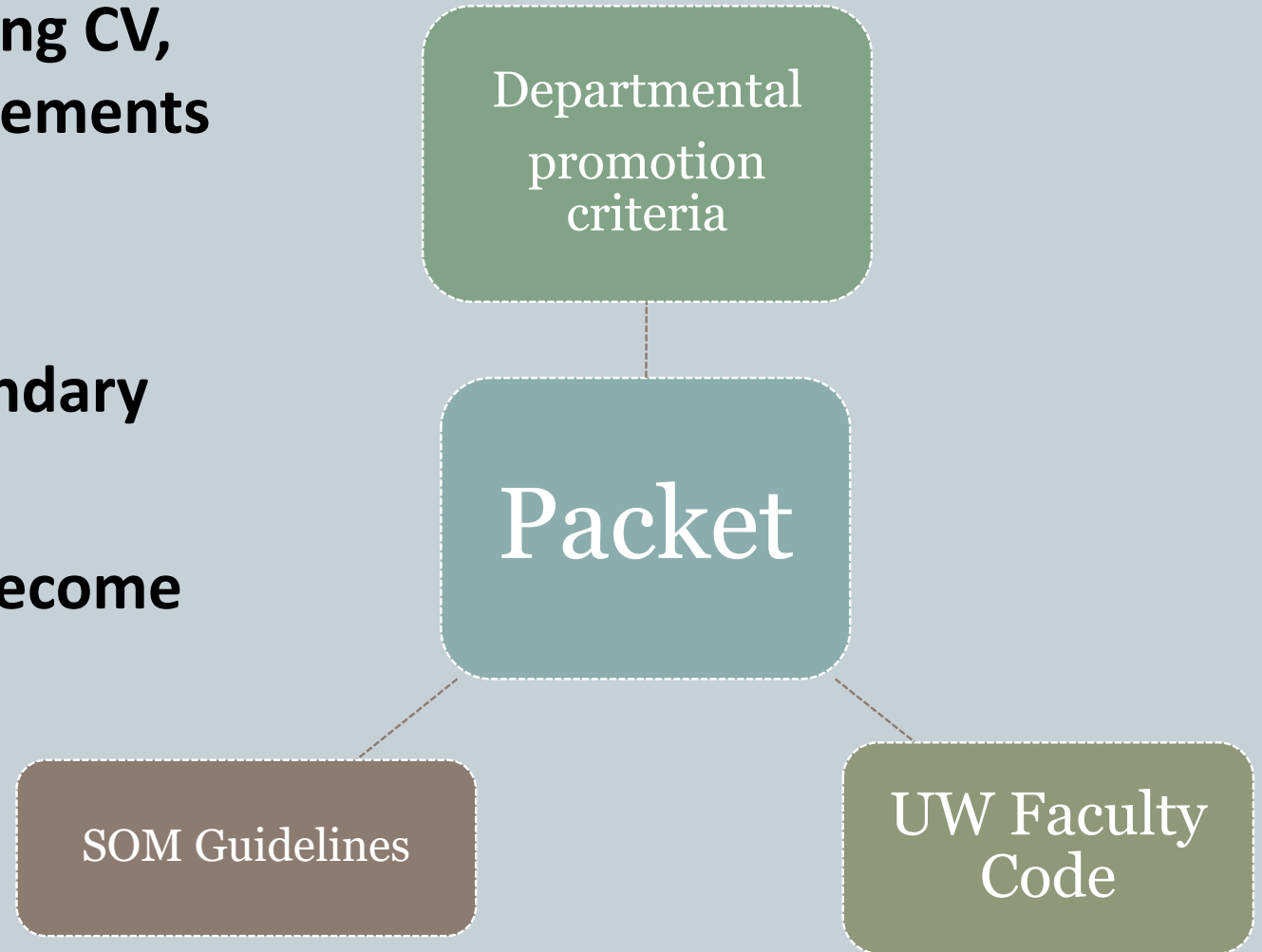
Communications are confidential

What do we look at?

Individual faculty packets, including CV, letters, evaluations, personal statements

Each packet is reviewed by two members, one primary, one secondary

Review template filled out, will become part of the packet



Information in the Review Template

the review is DETAILED, everything is looked at

Candidate name and other basic information (dept, etc)

Promotion being proposed

Departmental faculty vote

Educational Background

Research

Teaching

Clinical

Service

Letters of evaluation

Contributions to Equity, Diversity and Inclusion (optional)

Professionalism

Assessment and Recommendation

School of Medicine A & P Council

140-160 promotions per year, reviewed in fall/winter (this year will be 190)

The vast majority only celebrate the faculty member accomplishments

Over 90% of packets are clearly outstanding or routine, thus do not require in depth discussion

<7% are challenging and require discussion

What do you mean by “challenging”????

Significant number of no votes in division or department

More than one unfavorable referee letter

Poor evaluations without evidence of improvement

Professionalism concerns

Lack of clearly demonstrated independence

Unexplained variability

Concerns that some aspect of promotion criteria are not met

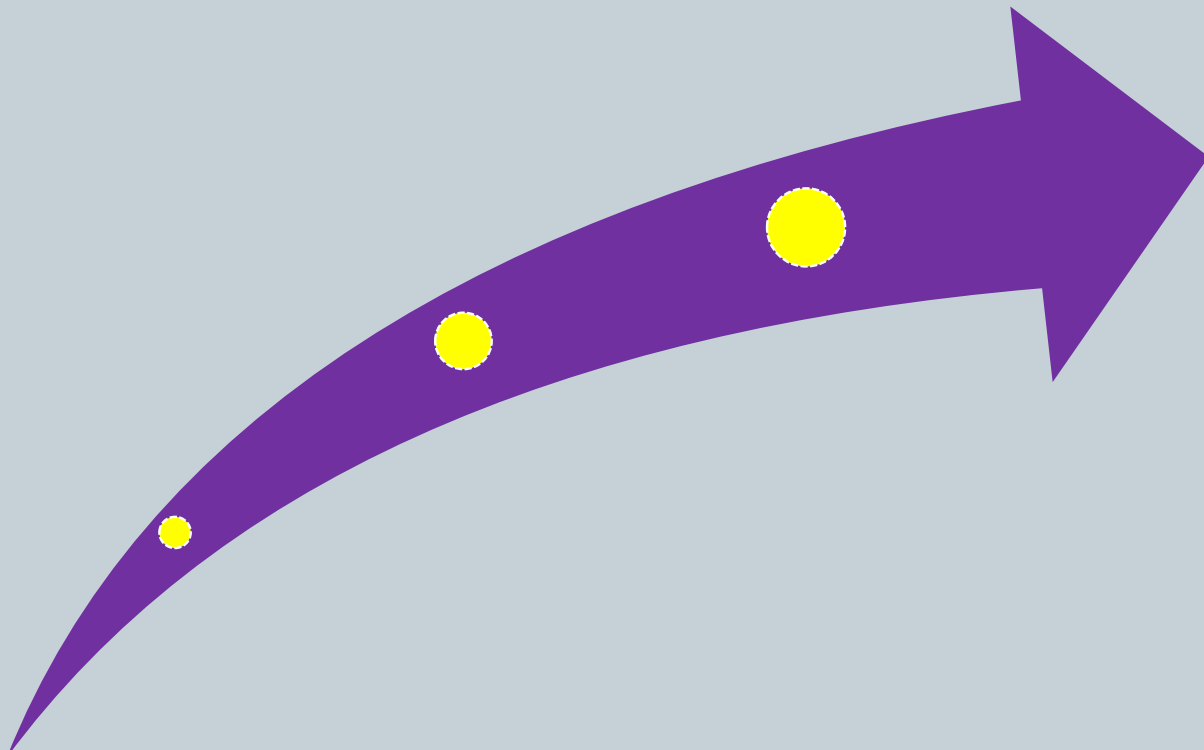
Trajectory

**SOME RELATIVELY COMMON ISSUES THAT ARISE
THAT HAVEN'T ALREADY BEEN DISCUSSED**



Trajectory Matters

And takes time to demonstrate



Non-mandatory = assistant to associate before year 6

Early should be unusual, not the expectation

Non-mandatory need evidence of a strong, obvious upward trajectory (which takes time)

Your Self-Assessment A & P C

Tell us about your career as if we have NO IDEA about your specialty/expertise – because we generally don't!!!

It should add perspective to what will be in Chair's letter and outside referee letters

What I (we)



So I plan to next

Emphasize your strengths & acknowledge weaknesses

Forms of scholarship

Sometimes scholarship can be nontraditional in a field

For example, Conference Proceedings in informatics are full journal papers and can be significantly more competitive than journal papers

Indicate this in Self Assessment

Pacific Symposium on Biocomputing 3:18-29 (1998)

**REVEAL, A GENERAL REVERSE ENGINEERING ALGORITHM
FOR INFERENCE OF GENETIC NETWORK ARCHITECTURES**

SHOUDAN LIANG

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STEFANIE FUHRMAN, ROLAND SOMOGYI

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sfuhrman@codon.nih.gov; rolands@helix.nih.gov)*

[PDF] [Reveal, a general reverse engineering algorithm for inference of genetic network architectures](#)

[S Liang, S Fuhrman, R Somogyi - ... symposium on biocomputing, 1998 - lacim.uqam.ca](#) 

Given the immanent gene expression mapping covering whole genomes during development, health and disease, we seek computational methods to maximize functional inference from such large data sets. Is it possible, in principle, to completely infer a complex ...

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Demonstrating Independence

Required in some but not all pathways/tracks

Interdisciplinary work and “team science” make attribution of effort and the individual’s contribution more difficult

Clear enunciation of the candidate’s contribution and impact on a scientific program is essential

First and senior author publications are important, PI of grants, invites to give national seminars, etc. all good evidence of independence

Reviewers outside your Division/Department need context to understand success
Letters and personal statement provide context



PERSPECTIVE

is almost impossible to achieve in a selfie

How can you help yourself succeed in the process?

Use your mentors! Talk to your Chair.

**Understand your story in the context of promotion
where it is 'usual' and where it isn't
make sure we understand your unique contributions!**

**Know what is in your packet (aside from letters)
highlight your strengths, own your weaknesses and your plan for improving**

Know that most candidates are promoted with no issue