

The UW School of Medicine Appointments and Promotions Council

Overview of process and What it means for you

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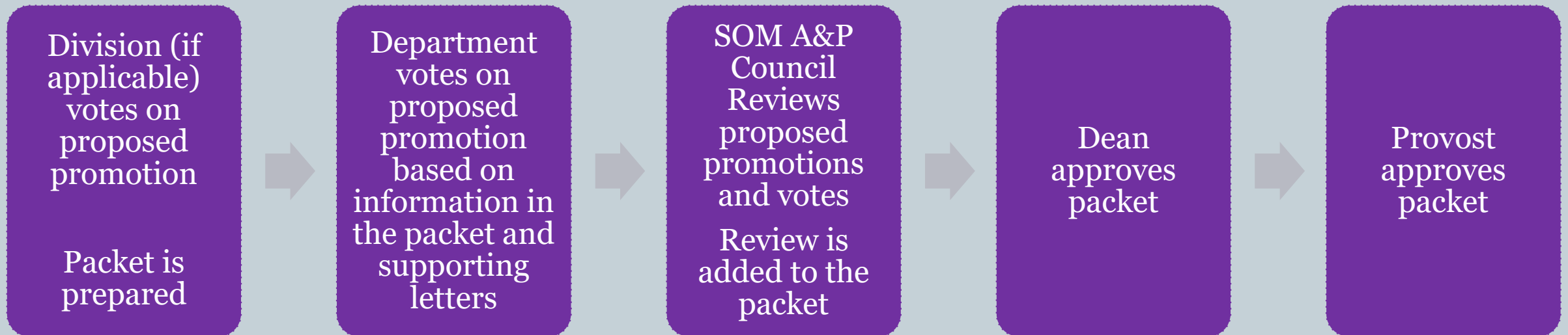
Why care about the School A & P council?

It is a key step in the process of promotion, and not a 'rubber stamp'

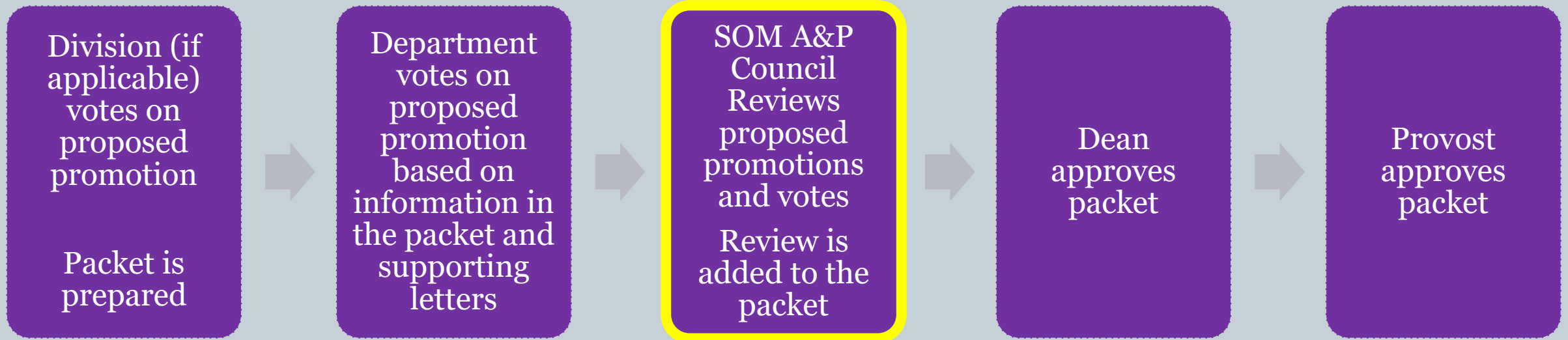
Understanding the process will help you navigate your promotions or provide counsel/mentorship to others

Add transparency and resources for questions

Promotion Process



Promotion Process



Appointment and Promotion Committees

Departments help define criteria for appointment and promotion

Those criteria have commonalities as dictated by Faculty Code and the SOM

They are otherwise unique to the Department

Approved by A&P Council and the SOM

All Department voting faculty vote on appointments and promotions to ranks the same or lower

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 – Trish Kritek is ex-officio member

Communications are confidential

What do we look at?

Promotion criteria for 32 Departments, SOM Guidelines, UW Faculty Code

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

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

Review template filled out, will become part of the packet that is forwarded to the Dean and Provost

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

150+ 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

Over the last 3 years, average 63 proposed promotions to professor per year, all successful

What do you mean by “challenging”????

Concerns that some aspect of promotion criteria are not met

Significant number of no votes in division or department

More than one unfavorable referee letter

Poor evaluations without evidence of improvement

Professionalism concerns

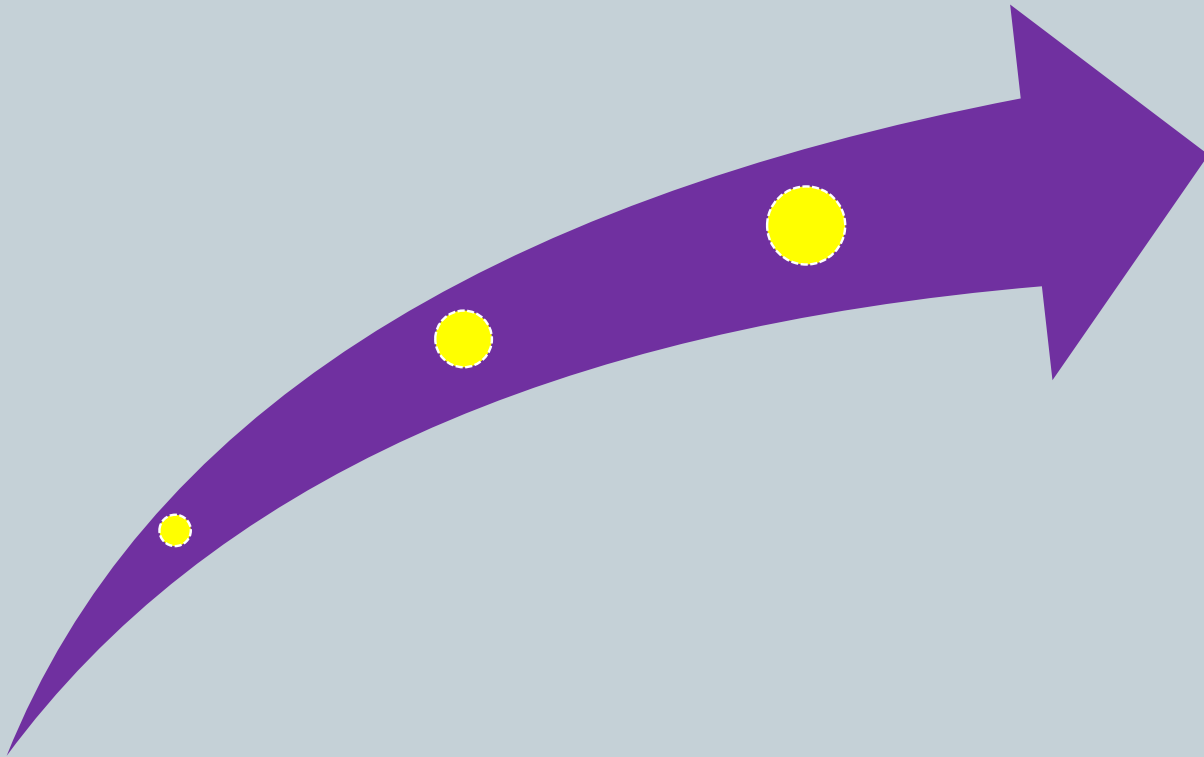
Lack of clearly demonstrated independence

Unexplained variability

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



“Trajectory”



Professor is NOT mandatory

Clear evidence of meeting criteria is paramount, not time at rank

Evidence of expertise, independence and national/international reputation take time to develop and demonstrate

One amazing accomplishment is rarely enough, it is about the body of work

Your Self-Assessment A & P Council V

Tell us about your career **as if we have no meaningful understanding** 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 wanted to accomplish

... (we) did

Emphasize your strengths & acknowledge



Forms of scholarship may still be ‘nontraditional’ even when being proposed for promotion to professor

Sometimes scholarship can be nontraditional in a field

Conference Proceedings in informatics can be significantly more competitive than other journal papers

Indicate this in Self Assessment or Chair’s letter


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

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


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[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 ...

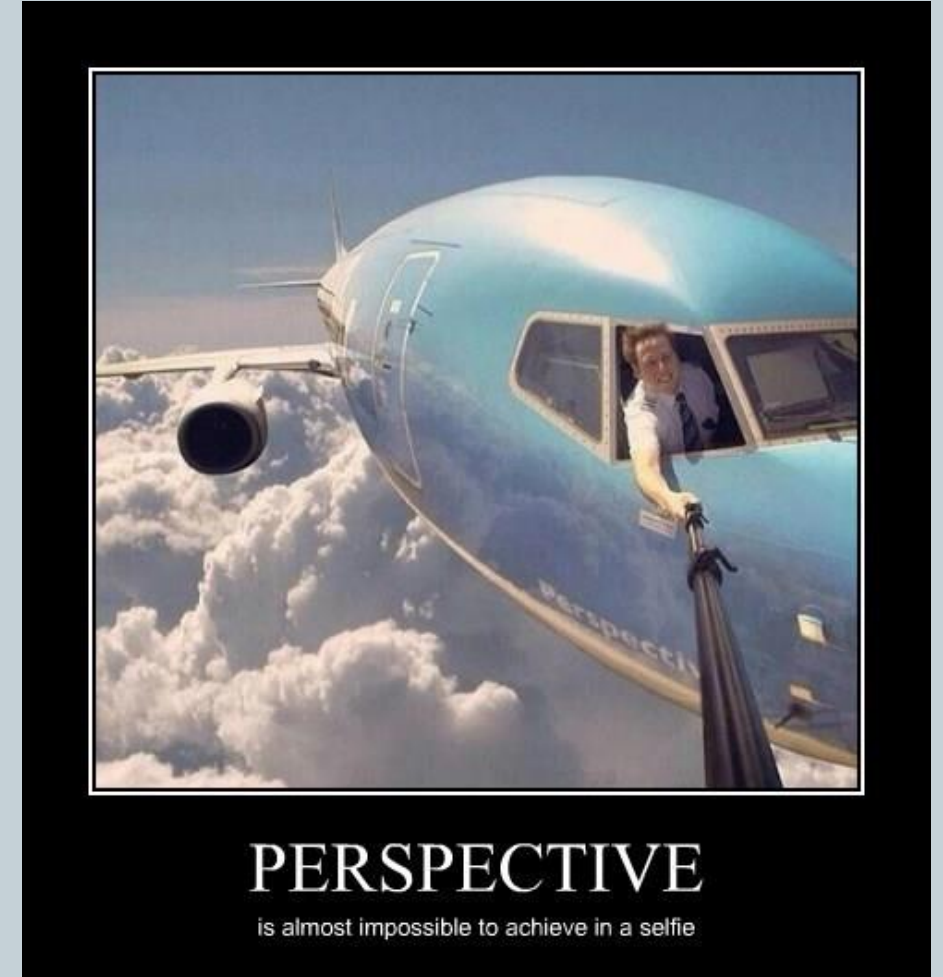
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Demonstrating Independence and Mentorship

**Required in some but not all pathways/tracks,
progressive through ranks**

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

Highlight in self assessment



Reviewers outside your Department need context to understand success

Letters and personal statement provide context

Clear enunciation of success if not the 'usual metrics':

PI of multiple grants like RO1s

multiple senior author publications

multiple mentees with academic jobs/funding

study section membership

invites to give national/international seminars

guideline committees

leadership in professional societies

clinical program development

teaching awards



How can you help yourself succeed in the process?

KNOW the criteria in your Department. 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

Remember that most candidates are promoted with no issue

- **External letter thing**
- **Dual appointment and how packets can be regarded differently**