The UW School of Medicine Appointments and Promotions Council
Overview of process and What it means for you

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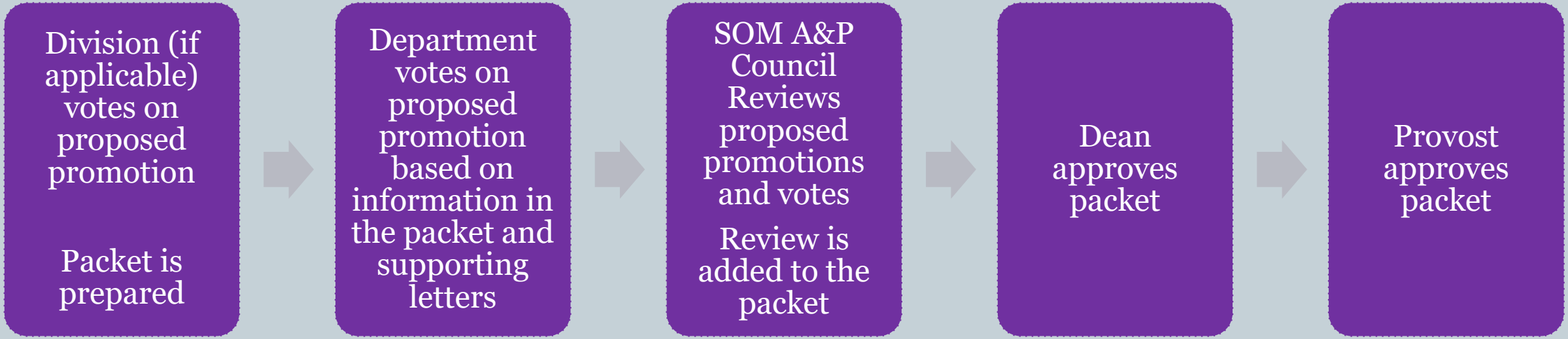
Why care about the School A & P council?

Because to be promoted, it is a key step in the process

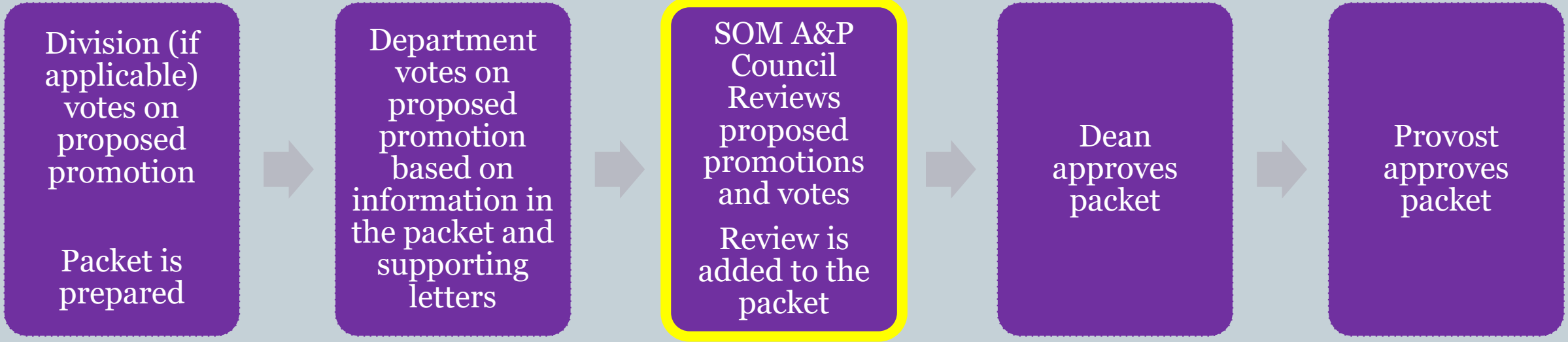
Understanding the process will help you navigate your promotions or provide counsel/mentorship to others

Add transparency and resources for questions

Promotion Process



Promotion Process



Appointment and Promotion Committees

Departmental Appointment and Promotion Committees 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

Are approved by A&P Council and the SOM

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

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?

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

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

170-190 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

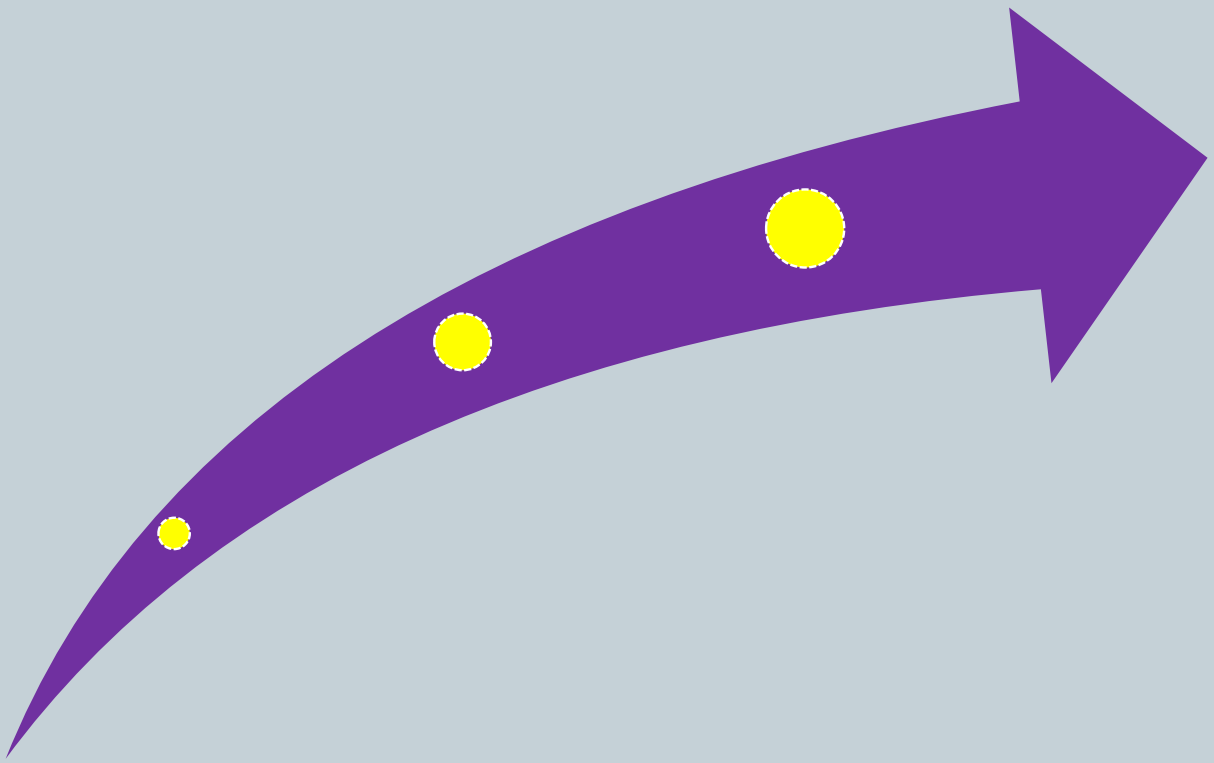
Unexplained variability

Concerns that some aspect of promotion criteria are not met

Trajectory

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

Trajectory Might Matter
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 Council

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)

lo I plan to next

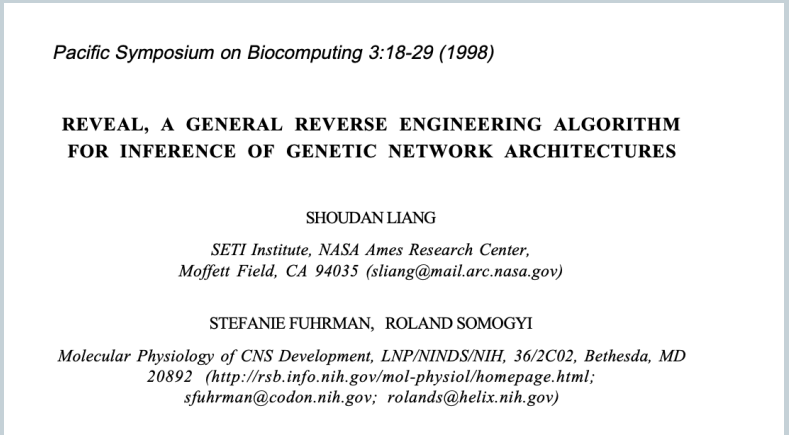
Emphasize your strengths & ack s

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 or Chair's letter



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

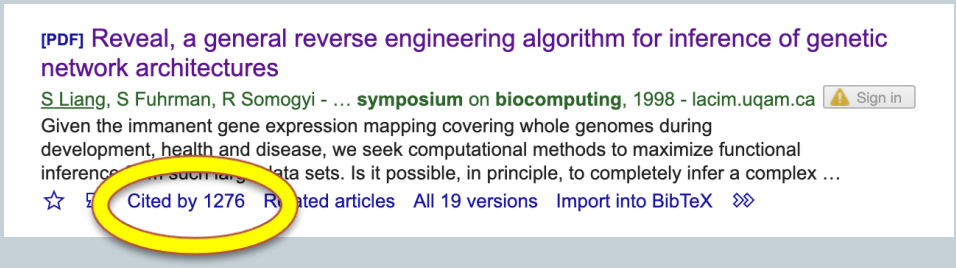
REVEAL, A GENERAL REVERSE ENGINEERING ALGORITHM FOR INFERENCE OF GENETIC NETWORK ARCHITECTURES

SHOUDAN LIANG

SETI Institute, NASA Ames Research Center, Moffett Field, CA 94035 (sliang@mail.arc.nasa.gov)

STEFANIE FUHRMAN, ROLAND SOMOGYI

Molecular Physiology of CNS Development, LNP/NINDS/NIH, 36/2C02, Bethesda, MD 20892 (http://rsb.info.nih.gov/mol-physiol/homepage.html; 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 Sign in

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

☆ Cited by 1276 R…ated articles All 19 versions Import into BibTeX »

Demonstrating Independence

Required in some but not all pathways/tracks

Interdisciplinary work and “team science” make attribution of effort and the an 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

Highlight in Self Assessment

Reviewers outside your Division/Department need context to understand success

Letters and personal statement provide context

How can you help yourself succeed in the process?

Use your mentors! Talk to your Chair.

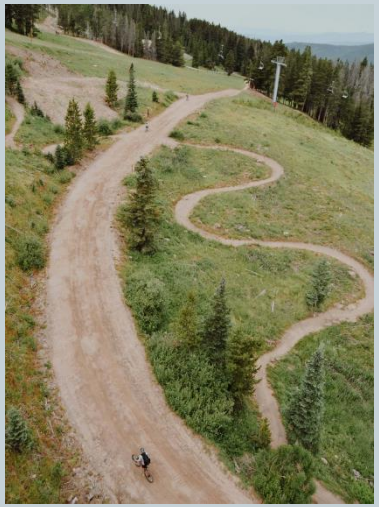
Understand your story in the context of promotion

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