Promotions at Johns Hopkins

Nauder Faraday, MD MPH
Professor of Anesthesiology/Critical Care, Medicine, and Surgery
ACCM Vice-Chair of Faculty
Sr. Associate Dean for Faculty Appointments and Promotions
nfaraday@jhmi.edu
Johns Hopkins Medicine: Mission/Vision Statement

- The mission of Johns Hopkins Medicine is to improve the health of the community and the world by setting the standard of excellence in medical education, research and clinical care.
- Johns Hopkins Medicine ........ fosters intellectual discovery, creates and transmits innovative knowledge, improves human health, and provides medical leadership to the world.
Policies Governing Appointments and Promotions

- **THE GOLD BOOK**
  - APPOINTMENTS, PROMOTIONS, AND PROFESSIONAL ACTIVITIES OF **FULL-TIME FACULTY**

- **THE SILVER BOOK**
  - PROFESSIONAL DEVELOPMENT GUIDE

- **THE BLUE BOOK**
  - APPOINTMENTS, PROMOTIONS, AND PROFESSIONAL ACTIVITIES OF **PART-TIME FACULTY**

http://www.hopkinsmedicine.org/som/faculty/appointments/
JHU Faculty Promotions: Scholarship and Clinical Excellence Tracks

Teaching, Research, Clinical, Program Building

Teaching, Clinical, Research
Associate Prof/Full Prof: 2 Tracks

**Scholarship**
- Level of recognition outside JHH
  - Associate Prof- National contributor
  - Prof- National leader/international
- Criterion for recognition
  - Scholarship
    - Creation and/or dissemination of knowledge accessible to peer review
    - Written publications, grants
- Multiple pathways
  - Researcher
  - Educator
  - Program builder
  - Clinician of distinction

**Clinical Excellence**
- Level of recognition outside JHH
  - Associate Prof- Regional
  - Prof- National
- Criterion for recognition
  - Clinical excellence
    - 360 evaluations- peers/leaders, staff, learners, patients
    - Clinical leadership
    - Clinical program building
    - Clinical innovations/improvements
    - Clinical demonstration projects
    - Clinical awards
    - Geographic breadth of clinical draw
Scholarship Track: Metrics for Promotion

- Written documents: peer-reviewed original research, review articles, case reports, editorials, books, book chapters, guidelines, other media
- Awards or prizes (e.g. grants) for research or service from national organizations
- Invited presentations at scholarly meetings, conferences, universities or hospitals
- Service on national scientific advisory boards or study sections
- Service in a leadership position of national scholarly organization
- Service on journal editorial boards
- Program (research, education, or clinical) creation or leadership with national/international impact
- Leadership in organizing national or international research or educational meetings (CME)
- Clinical demonstration projects to external observers
- Development of nationally recognized standards of care
- Member or examiner for specialty boards
- National/international reach of clinical service- volume, RVUs, geographic reach
Clinical Excellence Track: Metrics for Promotion

- Sustained clinical excellence and effort >~60%
- Clinical performance and contributions
  - Rated in top 25%/10% by peers/leaders, staff, learners, patients
  - Recognition for clinical leadership/program building at regional/national level
  - Recognition for clinical innovations/improvements at regional/national level
  - Clinical draw, awards, and/or demonstration projects at regional/national level
- Engagement with teaching mission
  - Learners at any level, CME activities, patients,
  - Mentoring activities
- Engagement with discovery mission
  - Participation in clinical trials, clinical registries, biospecimens
  - Participation in Q/I, safety, operations research
- Dissemination of clinical ideas, expertise, innovation
  - Published clinical research/reviews/book chapters, clinical guidelines/protocols
  - Invited talks, web activities, society roles, advisory committees at regional/national level
- Engagement with institutional initiatives/citizenship
  - Participation in JHU, JHMI committees
  - Participation in JHMI quality/safety initiatives, operational programs
Logistics of Promotions Process

- Department director nominates faculty for promotion
  - Annual faculty reviews
  - Departmental promotions review committees
  - Specify “Scholarship” or “Clinical Excellence” track
- Electronic application material completed by faculty
  - PPC- Interfolio
  - APPC- Interfolio
  - CEPC- online PDF→ Interfolio (May/June 2021)
What if I disagree with my department’s promotion decision?

- CV review by Sr. Associate Dean for Faculty
- Formal appeal to Vice-Dean/ Reappointment Review Committee evaluation
Logistics of Promotions Process

- Hard copy of material submitted to SOM by departmental credentialing coordinator
  - Directors letter
  - CV
  - Electronic application
  - Referee list
  - Supplemental material

- Application forwarded to SOM promotions committee for review
  - Professorial Promotions Committee (PPC)
  - Associate Professor Promotions Committee (APPC)
  - Clinical Excellence Promotion Committee (CEPC)
Logistics of Promotions Process

- Solicitation of reference letters by SOM promotions committees
  - PPC- 10 from candidate, 20 from review subcommittee
  - APPC- 14 total, 8 external (all from candidate)
  - CEPC- 25-30 evaluators of clinical excellence (from candidate); referees as per APPC and PPC
- Average time to APPC/CEPC review ~6 months; longer for PPC
- Recommendations from CEPC reviewed at APPC or PPC
- Recommendation from APPC and PPC forwarded to Advisory Board of Medical Faculty
- Recommendation from ABMF forwarded to JHU tenure committee and Board of Trustees (professor only)
Practical Tips to Advance

- Plan ahead
  - Remember the criteria for promotion
  - Set SMART (specific, measurable, achievable, relevant, and time limited) goals
- Make the most of your annual review
  - Which promotion track?
  - Which pathway on scholarship track?
    - Researcher, educator, clinical distinction, program builder
  - Area of expertise?
- Mentors, advisors, sponsors, coaches
- Disseminate your work
- Go where your passion leads you
Faculty Career Progression is Our Priority

- We want you to be successful!
- We’re here to help
  - Office of Faculty
  - Promotions Committees Chairs/Co-Chairs

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