
Promotion to Associate Professor

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“Meeting the Bar”

- “Setting the **bar**” means making a standard or level that other people will have to **meet**.
- Many aspects to the APPC “Bar”
 - Education
 - Clinician Excellence
 - Research
 - National Recognition
 - Scholarship: Grant support/Peer review publications



Myths about Academic Promotion

Which of the following is indispensable for academic promotion at Johns Hopkins?

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- B. Peer-reviewed publications in high-impact journals
- C. NIH research grants
- D. Chapters in leading textbooks
- E. Leadership roles in national organizations

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 - NEW REVISIONS 9/27/17
 - POLICIES AND GUIDELINES GOVERNING APPOINTMENTS, PROMOTIONS, AND PROFESSIONAL ACTIVITIES OF FULL-TIME FACULTY
- THE BLUE BOOK (2010)
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- THE SILVER BOOK (2016)
 - PROFESSIONAL DEVELOPMENT GUIDE FOR FULL AND PART-TIME FACULTY
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Where to find the Books

<http://www.hopkinsmedicine.org/som/faculty/policies/>

The screenshot shows the top navigation bar of the Johns Hopkins Medicine website. On the left is the logo with the text "JOHNS HOPKINS MEDICINE". To the right are three buttons: "Find a Faculty Director", "Apply for Admission", and "Make a Gift". Below these is a search bar with a "Search" button. At the bottom of the header are navigation links: "ABOUT", "HEALTH", "PATIENT CARE", "RESEARCH", and "SCHOOL OF MEDICINE".

School of Medicine

The screenshot shows the "Faculty Policies" page on the Johns Hopkins Medicine website. The breadcrumb trail is "Home > School of Medicine > Office of Faculty > JHM Faculty Policies". The page title is "Faculty Policies". On the right side, there is a vertical menu with four items: "Find a Faculty Director", "Apply for Admission", "Continuing Medical Education", and "Graduate Medical Education".

- [Guidelines for Conduct in Teacher/Learner Relationships](#)
- [Full-time Faculty Appointments \(Gold Book\)](#)
- [Faculty Professional Development Guide \(Silver Book\)](#)
- [Part-Time Faculty Appointments \(Blue Book\)](#)

Promotional pathways

Specific career focus

RESEARCHER

- Physician-Basic Scientist
- Physician-Clinical Investigator/Translational Researcher
- Basic Scientist/Educator
- Research Innovator – developed novel research assay

CLINICIAN

- Physician with clinical distinction for outstanding clinical skills
- Clinical Program Builder – developed a broad-reaching clinical program
- Physician-Innovator – developed a diagnostic tool, assay, or clinical procedure
- Clinician/Educator- patient care and local educational leadership

EDUCATOR

- Educational Scholars
- Clinician/Educator

PROGRAM BUILDER

- Clinical program builder
- Research Program Builder–developed a broad reaching program
- Educational Program Builder

APPC Nomination Manager

- to navigate the promotions process
- to select career pathway



PROMOTING EXCELLENCE

Research
Program Building
Education
Clinical Distinction



Welcome to the Associate Professor Promotions Committee Nomination Manager

Create Account

User Login

Please input your login information below to open your application.

User Name

Please enter your Username

Password

login

[Forgot your User Name or Password?](#)

Updated - 08/2015

Dear Candidate:

In order for the Associate Professor Promotions Committee (APPC) to more efficiently and effectively process your nomination you will need to complete this web-based Nomination Manager. In addition to providing a CV that you will upload, this database has been organized to allow you to emphasize important aspects of your contributions to: research/education/clinical distinction/program building, innovations and quality improvement that might not be completely captured from your CV. **To save time, 1) read this entire page before your start, 2) once you have logged on, click on Downloaded forms on the left hand blue navigational bar and review the FAQs, and 3) download the PDF to see all questions that will be asked in the Nomination Manager.** It will take you approximately 60-90 mins to input your data provided your CV is up to date and properly organized for academic promotion at Johns Hopkins.

You will be able to set your own **User Name and Password** so that you can return to your work over several sessions, if needed. Your information will be transmitted through a secured server and will be kept confidential. Only after completing and submitting your responses can the file be viewed by the APPC.

Google: APPC Nomination Manager

Promotion to Associate Professor

National recognition in at least one domain of scholarship:

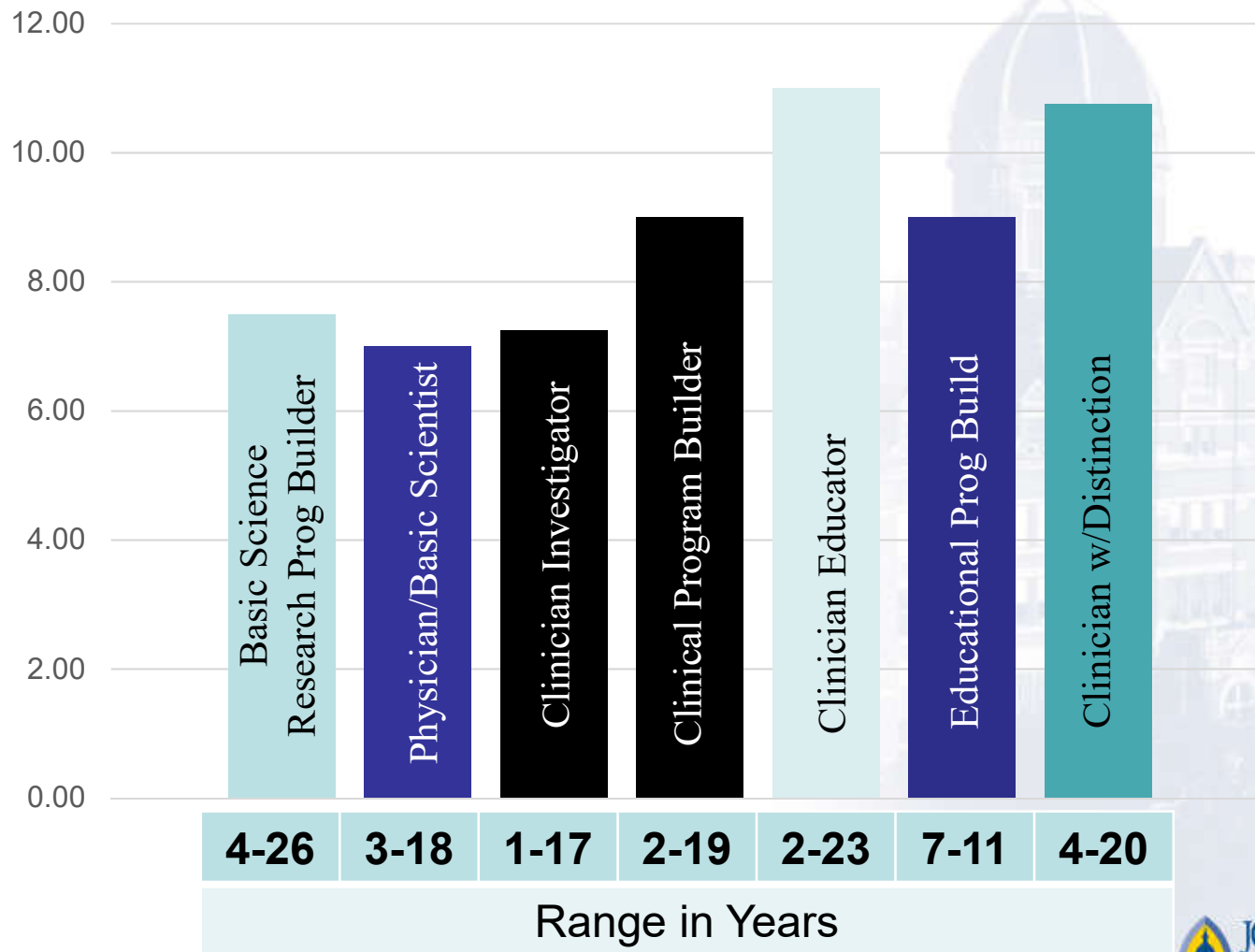
- **Research**
 - independent research
 - a focused body of publications
 - continuing extramural support helpful (not required)
- **Clinical Distinction**
 - Master clinician
 - Diagnostic test
 - Procedures, or interventions
- **Education**
 - development, implementation, and evaluation of innovative educational programs
 - leading textbooks or chapters in leading textbooks
 - development and dissemination of other educational materials (e.g. websites, course design)
 - development of educational research project(s)
- **Program Building**
 - development and dissemination of a unique clinical program
 - QI

APPC Statistics

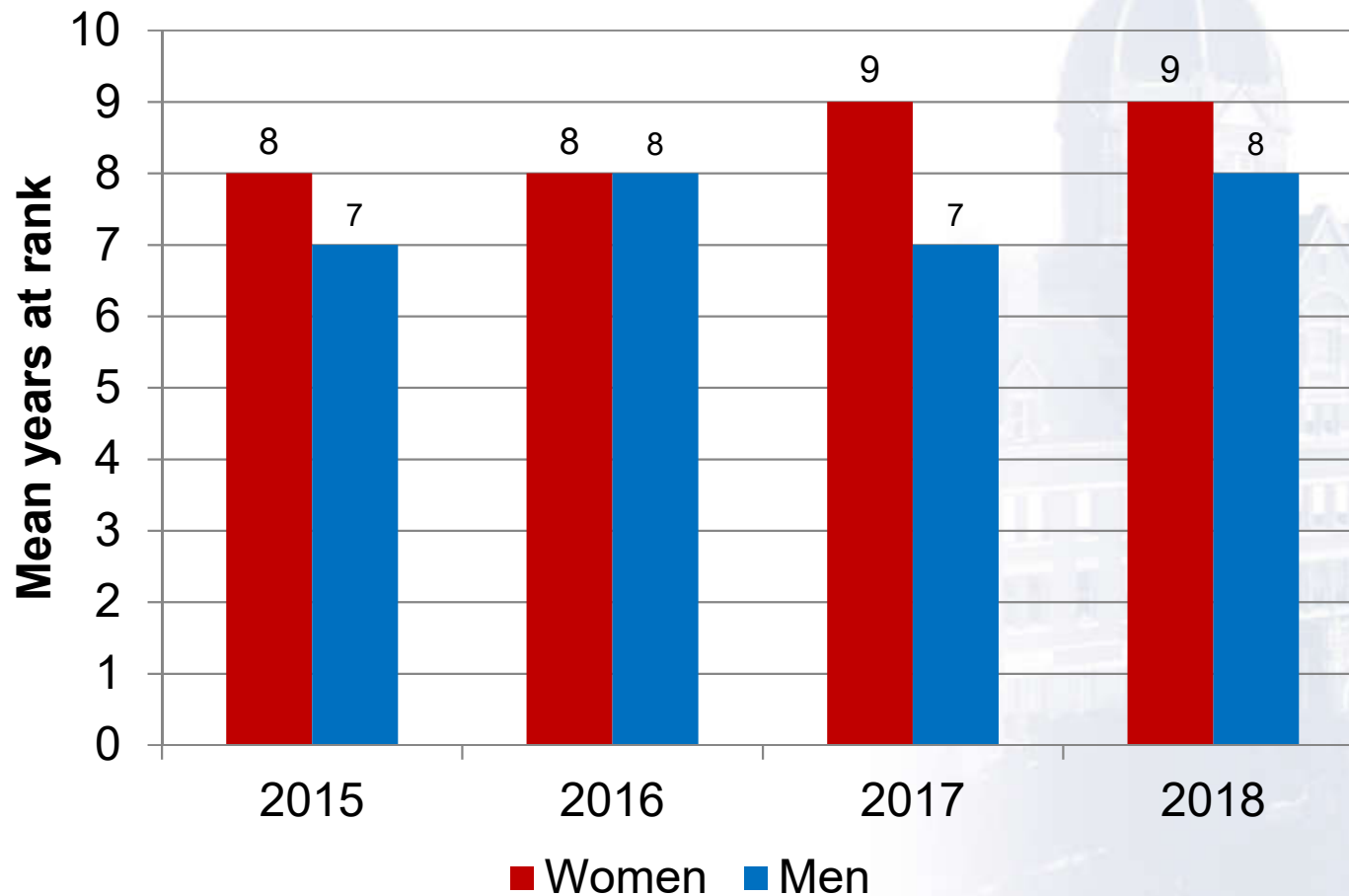
Turnaround Time

- From promotion package submission to APPC review
- APPC meets monthly
- Shortest interval - 1.5 months
- Longest interval - 18 months
- Mean Turnaround Time - 5.7 months
- Median Turnaround Time - **4.0 months**

Years at Rank by Promotional Pathways FY15-FY18



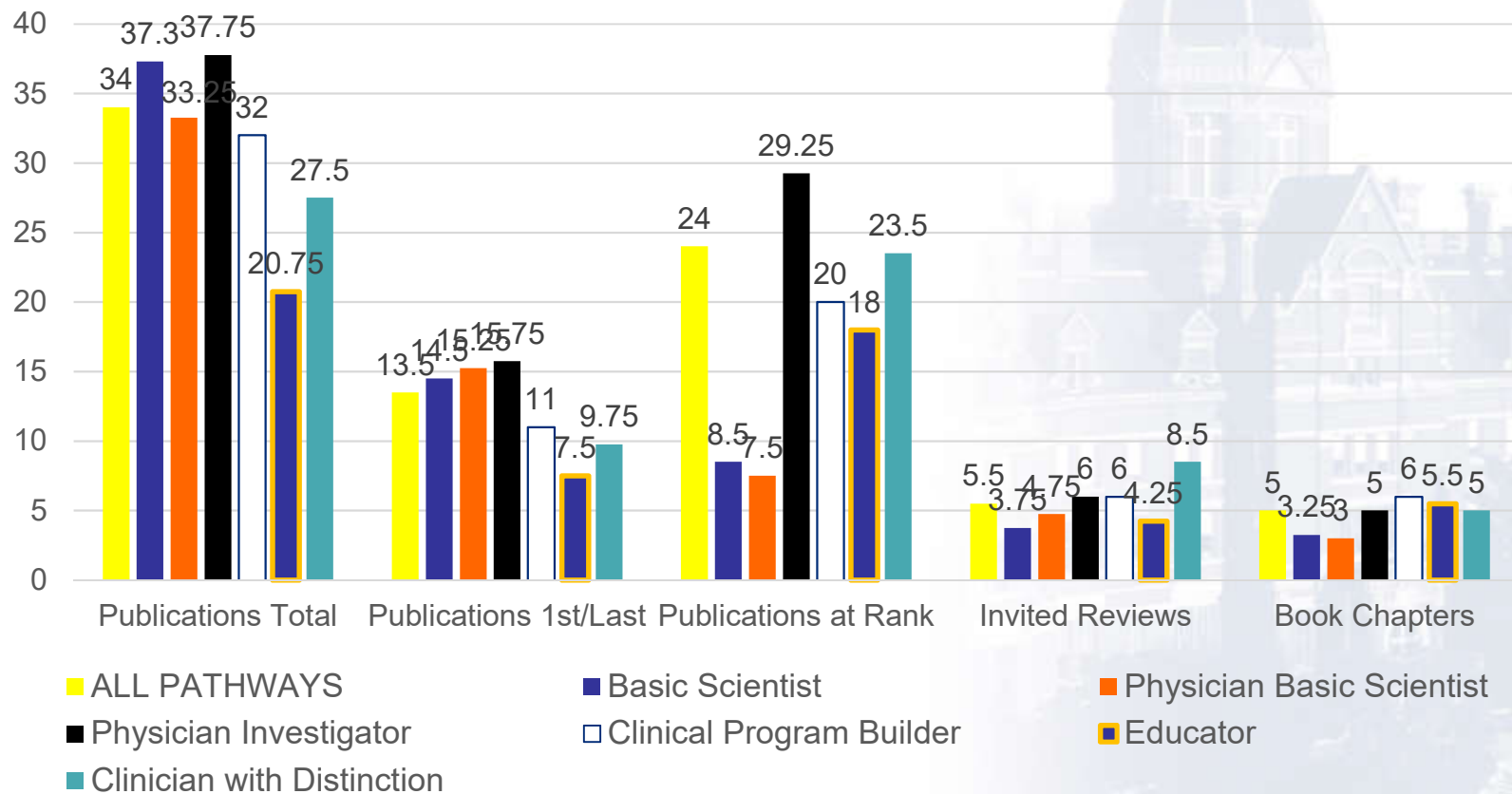
Years at Rank by Gender (Promotion to Associate Professor)



Summary Statistics for Associate Professor Promotion Committee

Year	Total Number Reviewed	% Promoted
2007	41	100
2008	87	94
2009	65	82
2010	52	95
2011	73	100
2012	75	82
2013	110	87
2014	101	81
2015	110	80
2016	95	81
2018	95	96

Mean # Publications by Pathway FY15-FY18



Enhanced CV Template: Tripartite Focused

As of 12/16/2015

- DEMOGRAPHIC & PERSONAL INFORMATION
- PUBLICATIONS
- FUNDING
- CLINICAL ACTIVITIES
- EDUCATIONAL ACTIVITIES
- RESEARCH ACTIVITIES
- SYSTEM INNOVATION & QUALITY IMPROVEMENT
- ORGANIZATIONAL ACTIVITIES
- RECOGNITION