Academic Advancement
The Promotion Continuum & Process

School of Medicine
University of Missouri/Kansas City
Don Campbell, MD
Questions About Promotion

- What are my chances?
- Who makes the decision?
- What is the decision based on?
- What is the process?
- Why does the process take so long?
- Is there an appeal process?
- Can I prepare for academic promotion?
SUMMARY: Promotion Advice

- NOT a point in time, a multi-year process
- Begin the process at least 3 years in advance
- Involve your academic Chair
- “Academic Portfolio” or its equivalent
- Use the “Levels of Accomplishment” as your strategic roadmap
What Are My Chances For Academic Promotion?
Promotion Trends

- 2003
- 2004
- 2005

- Applied
- Forwarded
**Recommendation accepted by campus 100%**
Who Makes The Decision?
# SOM Physician Promotion Cmte

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<th>NAME</th>
<th>DEPT.</th>
<th>AFF.</th>
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<tr>
<td>Don Campbell, MD</td>
<td>IM/GI</td>
<td>SLH</td>
<td>2009</td>
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<td>Jane F. Knapp, MD</td>
<td>Peds/EM</td>
<td>CMH</td>
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<td>Amy Nopper, MD</td>
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<td>Roger Smith, MD</td>
<td>OB/GYN</td>
<td>TMCHH</td>
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<td>Charles VanWay, MD</td>
<td>Surg</td>
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<td>Denise Bratcher, MD</td>
<td>Peds/ID</td>
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<td>Gary Salzman, MD</td>
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<td>Kemal Sagduyu, MD</td>
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<td>John Yeast, MD</td>
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<td>Rose Zwerenz, MD</td>
<td>Family Med</td>
<td>TMC-L</td>
<td>2009</td>
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How Is The Decision Made And What Is It Based On?
To Associate Professor

- 9 years after medical school, or terminal degree
- 3 years as Assistant Professor
- Excellence in 3 of 4 areas (teaching, service, clinical practice, research)
- At least:
  - “Level 2 Accomplishment” in two areas and
  - “Level 1 Accomplishment” in one
To Professor

- 12 years after medical school, or terminal degree
- 3 years as Associate Professor
- Excellence in 3 of 4 areas (teaching, service, clinical practice, research)

- At least:
  - “Level 2 Accomplishment” in two areas and
  - “Level 3 Accomplishment” in one
External Evaluators (scholars)

- The SOM requests 5
- They cannot be former: direct supervisors/mentors from your postgraduate institution, students or classmates, research/publication collaborators, or personal friends of the faculty member being considered for academic promotion
Levels of Intensity Table
(last page of handout)

- Level 1 Accomplishment
- Level 2 Accomplishment
- Level 3 Accomplishment
  - Comment on “level ?-like activities”
  - Strive for multiple activities
What Is The Process?
Why Does The Process Take So Long?
University/SOM Promotion Timeline

- April/May 2005 – Prepare forms
- May 20, 2005 – 2 copies of “External Scholar Lists” (names & contact information) to OFA
- June 3, 2005 – External Scholar List to University from the SOM
- July 29, 2005 – 11 copies of notebook to OFA
Promotion Timeline cont.

- September/October 2005 – Meetings of the School of Medicine Faculty Appointment and Promotion Committee
- December 15, 2005 – Dean Drees forwards recommendations to the University
- March 1, 2006 – UMKC Promotion & Tenure Committee forwards their recommendations to the Provost
Promotion Timeline cont.

- The Provost makes final recommendations and notifies Dean Drees
- May 12, 2006 – Final decisions are made by the Chancellor and if approved, the effective date for promotion is September 1, 2006
Best Resource

◆ Office of Faculty Affairs
  – Karen F. Brown
  – TELEPHONE: 816/235-1979
  – E-MAIL: brownk@umkc.edu
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