

How to Get Appointed and Promoted in Academic Medicine



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June 12, 2019

ITHS

Institute of Translational Health Sciences
ACCELERATING RESEARCH. IMPROVING HEALTH.

The Institute of Translational Health Sciences

The Institute of Translational Health Sciences

is dedicated to speeding science to the clinic for the benefit of patients and communities throughout Washington, Wyoming, Alaska, Montana, and Idaho.

ITHS promotes this translation of scientific discovery to practice by fostering innovative research, cultivating multi-disciplinary research partnerships, and ensuring a pipeline of next generation researchers through robust educational and career development programs.

ITHS Research Resources



Biomedical
Informatics



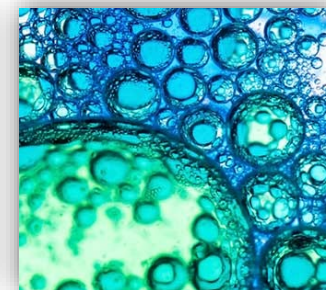
Biostatistics
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Data and Safety
Monitoring



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GMP Production
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Research
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Talk Outline & Goals

- Part I: Understand Structure of Faculty Tracks
- Part II: Understand the difference between “Acting Instructor” and “Clinical Instructor”
- Part III: Understand the difference between appointment and promotion and the difference between Assistant Professor and Clinical Assistant Professor
- Part IV: Understand the criteria for Promotion to Associate and Full Professor in a given track.
- Part V: Test your knowledge!

Part I: Structure of Faculty Tracks

- Initially, individuals are “appointed” to the faculty (not promoted)
 - Once appointed, then are promoted to higher ranks
 - In the UW School of Medicine, there are three “tracks:
 - Regular Faculty
 - Clinician-teacher
 - Physician-scientist
- } **“Pathways”**
- Full-Time Clinical Faculty (“clinician/clinician”)
 - Research Faculty

Regular Faculty – Physician-Scientist Pathway

Predominantly researcher & scholar

- Outstanding research accomplishments
 - >2-3 publications/year
 - First and last-authored publications
 - Original, peer-reviewed research articles
 - Grants
- Mentorship
- Clinical skills, leadership, citizenship

Regular Faculty – Clinician-Teacher Pathway

“Predominantly” clinician & teacher

- Outstanding clinical skills *and*
 - Excellent Peer and Trainee evaluation, especially for **teaching** in a variety of contexts
- Scholarship: broad definition (e.g. reviews, case reports, syllabi, co-authorship)
 - average of 1-2 per year
- Leadership (e.g. administration)

Research Faculty

Usually PhDs in Clinical Departments

Expected to be nearly fully funded or work in a large group where funding is “shared”

Promotion times/publication expectations similar to Physician Scientists

Full-Time Clinical Faculty

Outstanding clinical skills

Excellent evaluations

No requirement for scholarship

Cannot be PI on grant

Annual Reappointment

Not voting faculty (promotions/appts)

Title “Clinical Instructor, Clinical Assistant Professor, Clinical Associate, Professor, Clinical Professor”



Part II: Acting Instructor vs. Clinical Instructor

Acting Instructor & Clinical Instructor

Acting Instructor

- Shows academic potential/teaching skills above average
- Some scholarly achievement
- Professionalism

Versus.....

“Clinical Instructor”

Same as above without requirement for scholarly achievement for promotion purposes

Acting Faculty—not yet part of the Regular Faculty

- These are annually renewable appointment
- ≤ 4 yrs as Acting Instructor
- ≤ 4 yrs as Acting Assistant Prof
- ≤ 6 yrs Acting Instructor & Asst Prof combined
- No independent lab space
- PI on grant proposals by permission only

Advantages:

- Promotion clock does not start
- “Buys time” for faculty

Part III:
Appointment vs. Promotion
&
Assistant Professor
vs.
Clinical Assistant Professor



Assistant Professor: Qualifications

- Requires a national search
- Requires ≥ 3 years “solid” salary support (usually at least a K-award)
- Strong clinical, teaching, scholarly record
- Professionalism
- Usually minimum of 5 scholarly works
 - Quantity and quality matter
 - Slightly different criteria for C/T & P/S pathway

Appointment to Assistant Professor

- Division Head submits request to Chair
 - Job description
 - Salary: requires source for 3 years minimum
 - Scholarship to date
- National search must be conducted
 - Search committee appointed by Chair
 - Advertisements
 - Interviews
 - Recommendation to Chair
 - 6-18 month process

Clinical Assistant Professor

This is usually a promotion from Clinical Instructor not an appointment.

Does not require national search

Strong clinical record, excellent teaching evaluations

Professionalism

Part IV: Understand the Criteria for Promotion to Associate Professor and Full Professor in a Given Track



Associate Professor: Promotion

C/T pathway

- Regional reputation for clinical, **teaching** and/or leadership
- Scholarship
 - >1-2 scholarly works/year

P/S pathway

- Grants (R01 or equivalent)
- Scholarship
 - >2-3 publications/year
 - Several 1st (or last) authored

Regional reputation for excellence=TALKS!

Scholarship: Papers per Year

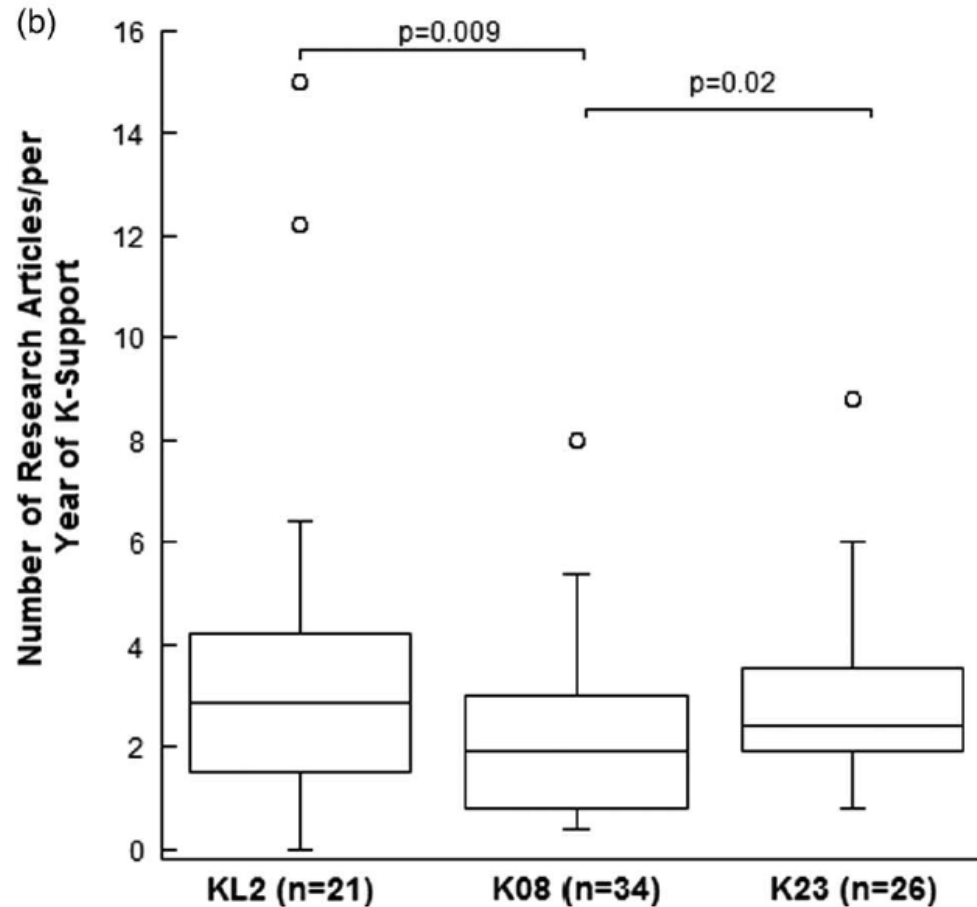
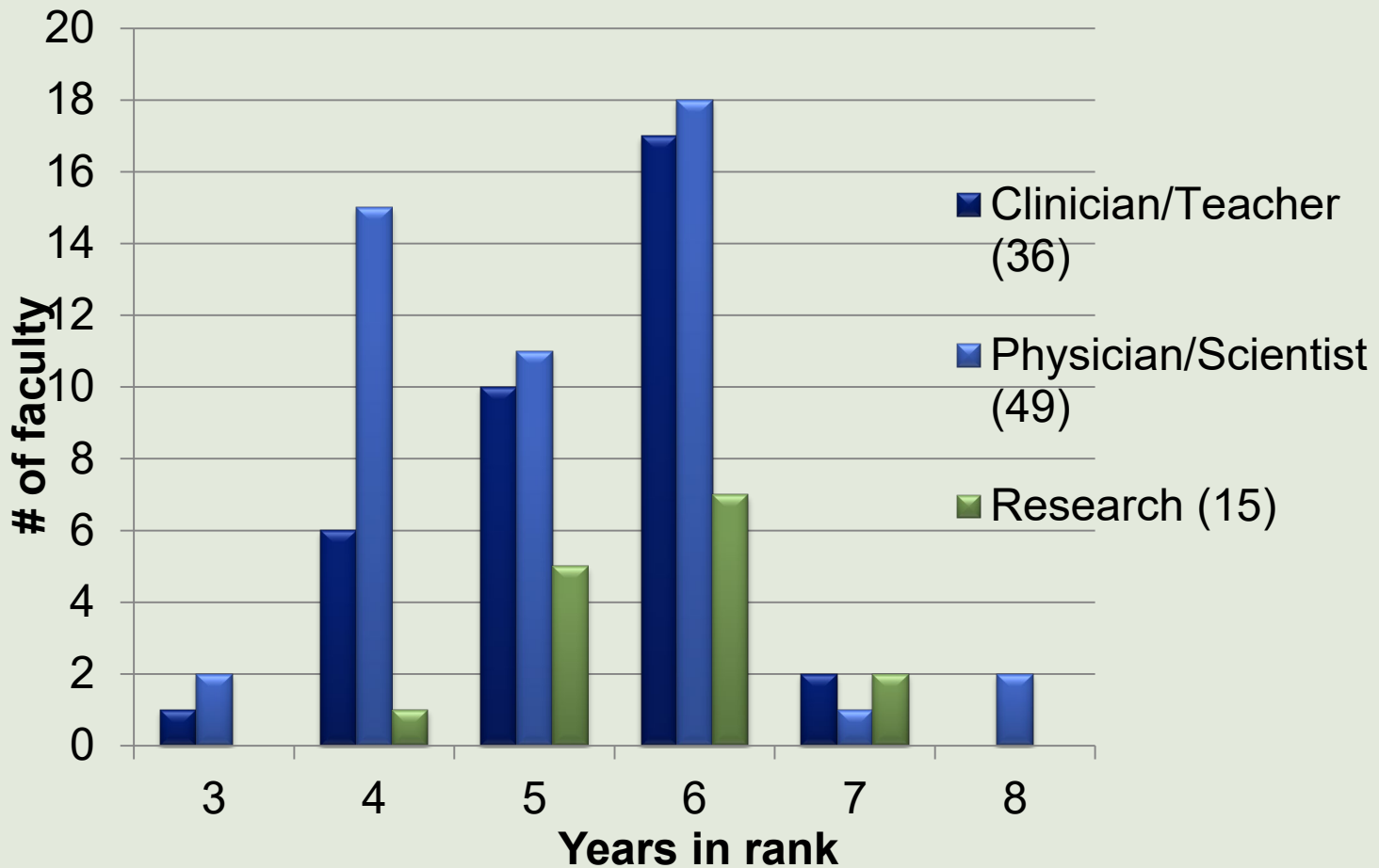


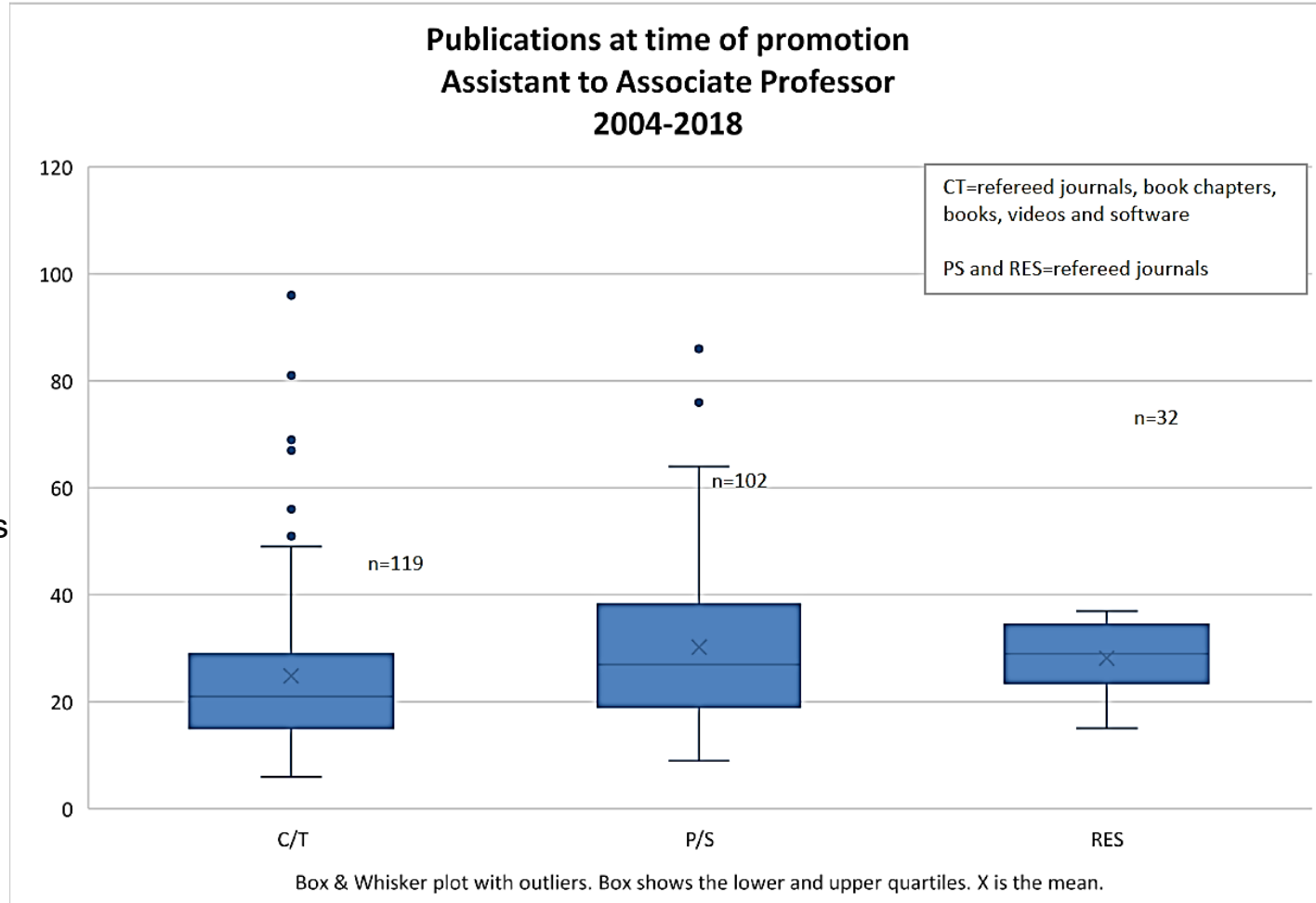
Fig. 1. Number of research articles (a) and articles per year (b) by K-scholars at the University of Washington by K-award type (2005–2010).

Years in Rank: Promotion to Associate Professor

Years in rank at time of promotion, 2008-13 Assistant to Associate Professor



Promotion to Associate Professor: Publications



Promotion to Professor

National reputation for excellence in field

C/T pathway

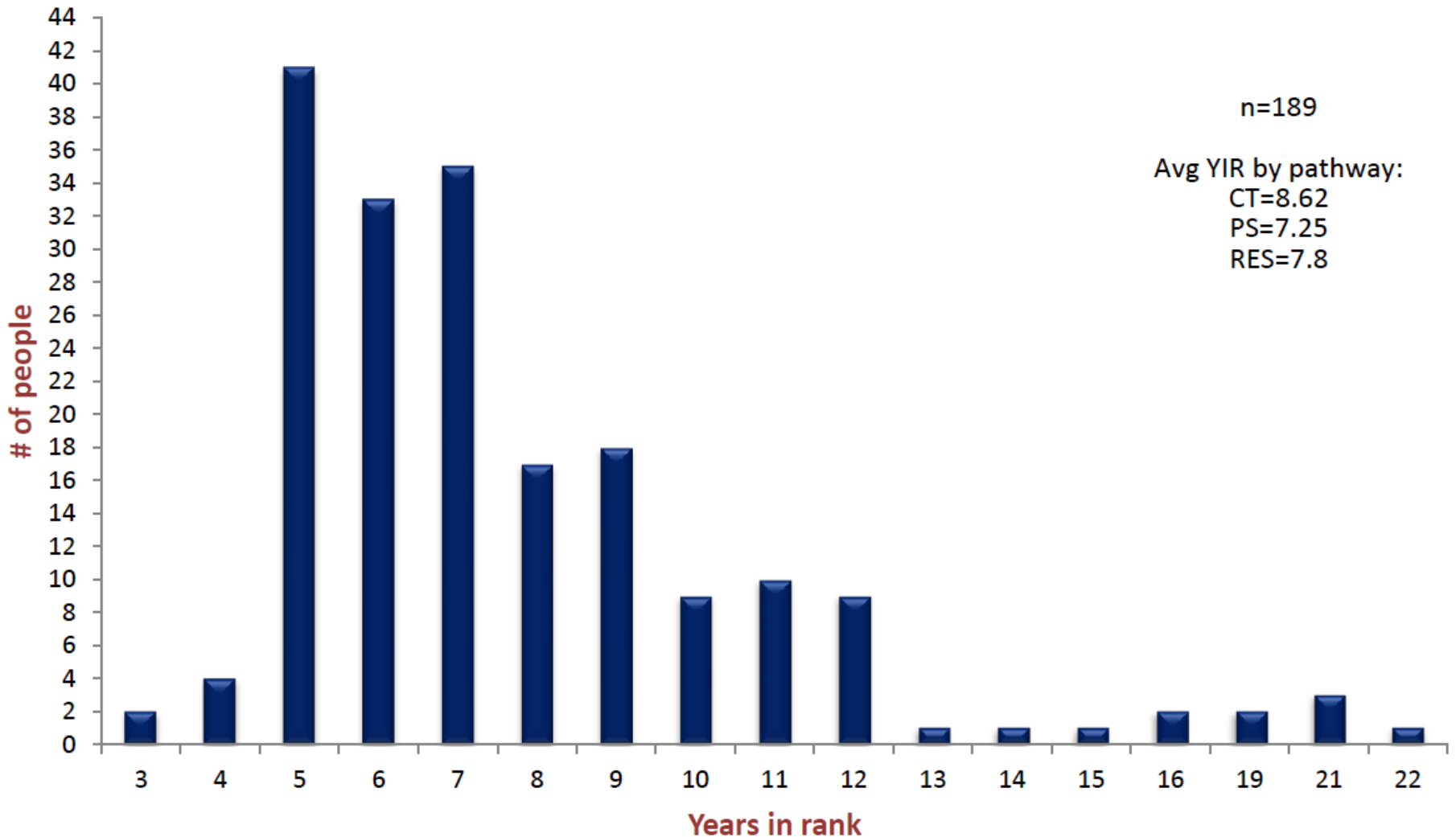
- National reputation for clinical, teaching and/or leadership
- Scholarship

P/S pathway

- Scientific independence
- Grants
- National reputation as scientist, scientific leader

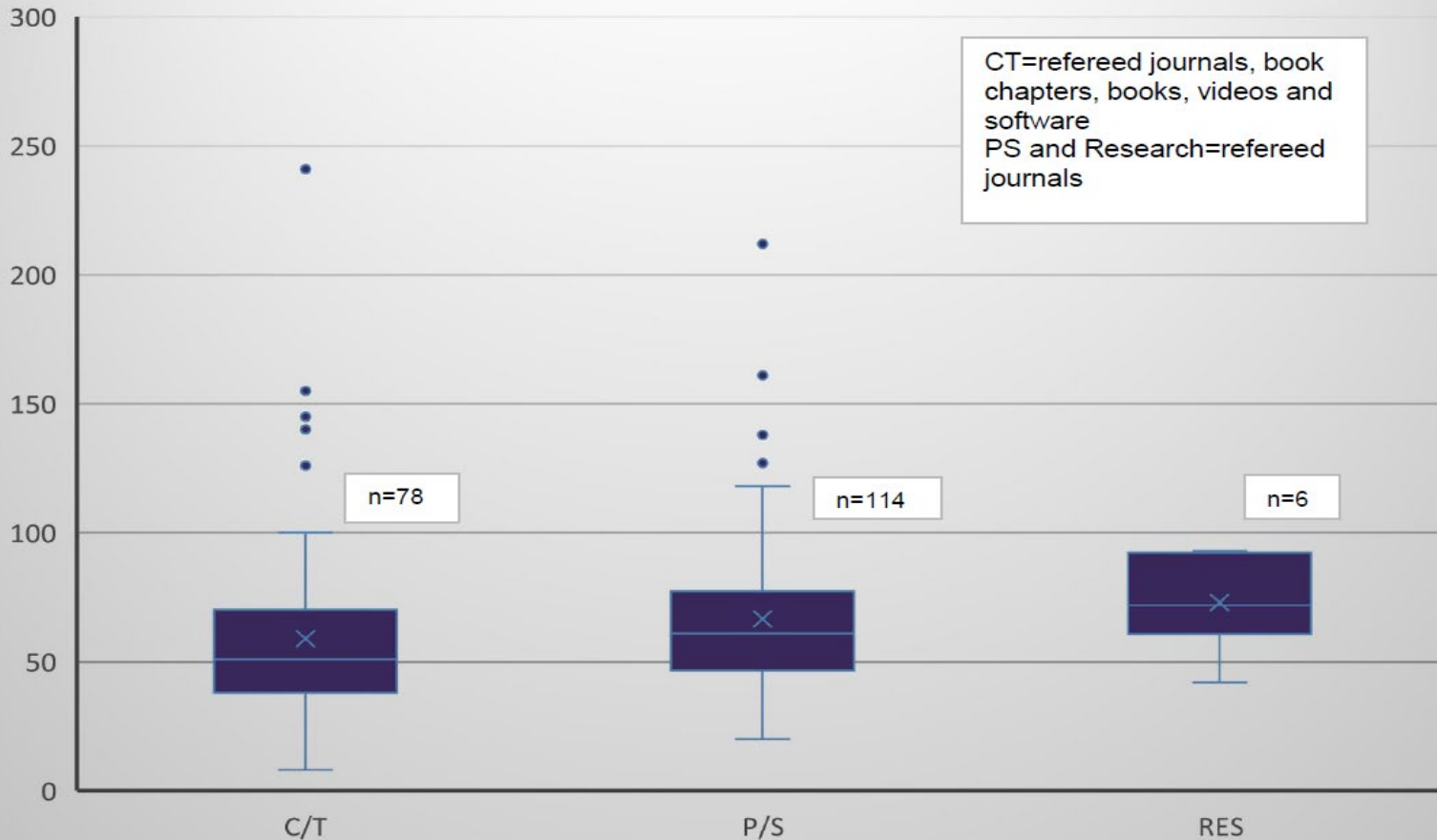
Promotion to Professor: Years in Rank

Average YIR at promotion, associate to full, 1999-2018



Promotion to Professor: Publications

Number of publications at time of promotion, associate to full, 1999-2018



Box & Whisker Chart - Box shows the lower and upper quartiles and the median. X is the mean.
Whiskers are maximum and minimum values. Dots represent outliers.

Your Curriculum Vitae (CV)

- This is your most important document!
- Maintain a complete, up-to-date CV & augmented CV
- Follow UW SOM format
- Ask an expert to review your CV

Part V: Discussion Cases

1st Case

Dr. Brad E Kardia is in his 3rd year of cardiology fellowship and is interested in pursuing academics as a clinician-teacher.

CV: 3 publications; 1 first-authored; 5 abstracts

Research funding: none

Excellent teaching evaluations

Excellent clinician

Good citizen

What rank would Dr. Kardia be eligible for?

What advice would you give Dr. Kardia to improve his chances for Appointment down the road.

2nd Case

Dr. A. Veoli is in her 4th year of pulmonary fellowship and is interested in pursuing academics as a physician-scientist.

CV: 8 publications; 4 first-authored; 1 in JAMA (1st author).

Research funding: Small foundation award

Excellent teaching evaluations

Excellent clinician -- expertise in lung transplant

Good citizen

What faculty rank would she be eligible for?

What advice would you give to Dr. Veoli?

3rd Case

Dr. Polly Rumatica is in her 2nd year of rheumatology fellowship and is interested in pursuing academics as a clinician-teacher.

CV: no publications; 1 abstract (research)

Research funding: None

Excellent teaching evaluations

Excellent clinician

Good citizen

What advice would you give Dr. Rumatica to improve her chances for promotion?

Case #4

Dr. Din Ghee is an MD/PhD in her 2nd year of ID fellowship and is interested in pursuing academics as a physician-scientist.

CV: 11 publications; 4 first (1 in JCI!) -- all from her PhD

As a fellow: 1 abstract (research)

Research funding: small society award

Do her publications as a PhD count for promotion?

What advice would you give Dr. Ghee to improve her chances for promotion?

Case #5

Dr. Earl E. Werk is in his 3rd year as Assistant Professor as a clinician-teacher. He spent 3 years as an acting instructor after completing a 4-year fellowship.

CV: 12 publications; none in the last 2 years

Research funding: none

Teaching Evaluations: Average

When would he be eligible for promotion to Associate Professor?

Why does he care?

What advice would you give Dr. Werk to improve his chances for promotion?

Case #6

Dr. Minnie Talence is in her 3rd year as Assistant Professor as a physician-scientist. She spent 3 years as an acting instructor after completing a 4-year fellowship.

CV: 12 publications; 5 original research (2 1st-authored), 3 review articles, 3 chapters, 1 website contribution

Funding: VA salary

When would she be eligible for promotion to Associate Professor?

What advice would you give to Dr. Talence?

Conclusions

- Promotion is track & pathway-specific, but...
 - Scholarship is always valued
 - “Niche” is useful
 - Citizenship matters
 - **Teaching** Matters, esp. for C/T
 - Leadership helps
- Annual review
 - Ask for specifics regarding progress toward promotion from your Section or Division head!
- Early faculty years are IMPORTANT

Thank You

What Questions Do You Have?

Online Evaluation Survey

UW (if you are already connected to the internet)

Go to your UW email, find email sent earlier and click on link to REDCap survey.

Non-UW

Connect to WiFi:

UW NETID: TBD

*Password: **TBD***

Go to your email, find email sent earlier and click on link to REDCap survey.

After you've finished the survey, don't forget to click on "Submit"

Candy available once you have completed the survey!

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