PROMOTION 101

Promotion 101 is a one-hour, interactive workshop that is devoted solely to the topic of faculty promotion. Promotion 101 has two critical objectives: first, to help School of Medicine faculty members understand the school’s promotion and tenure standards; and second, help faculty members assemble an effective promotion dossier that documents their achievements in teaching, clinical practice, service, research and scholarship. Promotion 101 also addresses, head-on, some common myths, misperceptions and rumors about promotion and tenure at the School of Medicine.

Two Promotion 101 courses are offered—one for clinician-educators and one for research-intensive faculty. Both courses cover the following topics:

- The basic requirements for promotion to Associate Professor;
- Documentation “pearls” --- for example: how to assemble dossiers and clinical and teaching portfolios; the importance of narratives; and how to use the SOM promotion matrices to demonstrate “excellence;”
- Understanding the SOM Faculty Promotions Committee: Who is on it? How do they think? What are they looking for?
- Promotion success rates and publication numbers: What are the real numbers?
- Types of scholarship, including examples of “alternative” scholarship relevant to clinicians and educators;
- The “Regular” faculty promotion series versus the Clinical Practice Series: Which is right for me?
- Common myths and misperceptions about promotion; and
- The promotion time clock.

Promotion 101 for research-intensive faculty includes several additional topics: how research independence is evaluated; how to assemble an investigator’s portfolio; techniques for documenting success as a mentor; and how PhDs in clinical departments can find opportunities to teach.

If time permits, the Promotion 101 courses can also include other “advanced topics,” such as tenure, the Research Professor Series, why we don’t have a separate “non-tenure track” or other matters.

Promotion 101 is designed for junior faculty members, but we hope that department chairs, administrators and senior faculty who are involved in mentoring, faculty evaluations and promotion reviews will also attend.