



Promotions at Johns Hopkins

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Johns Hopkins Medicine: Mission/Vision Statement

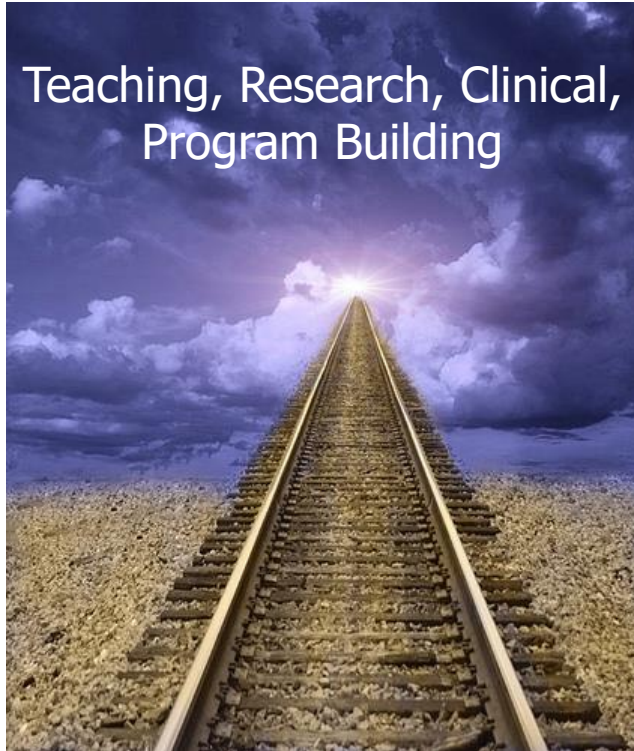
- The mission of Johns Hopkins Medicine is to improve the health of the community and the world by **setting the standard of excellence in medical education, research and clinical care**
- Johns Hopkins Medicine **fosters intellectual discovery, creates and transmits innovative knowledge,** improves 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

JHU Faculty Promotions: Scholarship and Clinical Excellence Tracks





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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