

## TEMPLATE FOR A&P/FCAP COMMITTEE REPORT

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Date: March 6, 2020

From: (NAME)  
(Academic Title), Department of (name)  
Chair, Faculty Committee on Appointments and Promotions

To: (NAME)  
Dean  
XYZ School

Re: A&P Recommendation on Reappointment of Theodore Brown,  
PhD to Assistant Professor, Tenure Track in the Department of  
Molecular and Cellular Biology

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At the meeting held on March 3, 2020, the A&P considered the reappointment of Theodore Brown, PhD as Assistant Professor of Molecular and Cellular Biology, tenure-track. The members of the committee present were Professors Abraham, Bonion, Capko, Farris, Garcia, and Sparks and Associate Professors Dennis, Jackson, Lestor, and Xiu, all of whom are tenured. The A&P voted to recommend reappointment by a vote of 10-0. The Departmental vote had also been unanimous, 7-0-0, in favor of the reappointment. A summary of the A&P discussion leading to its recommendation follows.

Dr. Brown did his undergraduate studies at the University of Washington and was awarded a BS in Medical Microbiology and Immunology in 2003. He received his PhD in Microbiology from the USC School of Medicine-Greenville, in 2009. He then had a post-doctoral appointment in Immunology at the USC School of Medicine-Greenville from 2009 to 2016. In July, 2016, he was appointed Assistant Professor in the Department Molecular and Cellular Biology.

Dr. Brown has been teaching actively in the Graduate School in courses such as Molecular and Cellular Immunology, Advanced Concepts in Immunology, and Responsible Conduct of Research, receiving excellent evaluations. He participates in Medical School courses such as Foundations of Body Systems 11 and Critical Readings. Dr. Brown has supported two doctoral students as primary advisor since 2016.

Dr. Brown has made excellent progress in seeking and securing grants since joining the Medical School in 2016. Soon after his appointment, he received an NIH K22 Career Development. Since completing his Form 1, Dr. Brown learned that his NIH R01 submission received a fundable score at study section.

Dr. Brown has 14 published manuscripts, 6 as first author in journals including the *Journal of Immunology*, and *PNAS*. *He has not yet had senior author papers since starting his independent career.*

Dr. Brown was a member of the NCI Career Development Grants Review Panel in 2019. He serves as an *ad hoc* journal reviewer for *PLoS Pathogens*, *Cell Reports*, *Cell Communication and Signaling*, the *Journal of Pathology*, and *Nature*. Dr. Brown is a member of the American Society for Microbiology and the American Association of Immunologists. Locally, he has served on the I3D Symposium Committee and the I<sup>3</sup> Graduate Admissions Committee. His mentoring on a national level has included serving as a Discussion Leader at the AAI 2019 Annual Meeting Career Roundtable and as a Career Mentor to current trainees on an NIH CMB Graduate Training Grant at the USC School of Medicine-Greenville.

The Departmental Review was enthusiastic and unanimous in its support of Dr. Brown's progress on the tenure track. It lauded his accomplishments since joining the faculty with respect to establishing his laboratory, his pending funding on R01, his committee and other academic service, and his teaching and mentoring in the graduate school and the medical school. With respect to an area of potential concern, the Department noted: "While he has yet to publish senior author papers, his track record, including his recently secured funding, suggest that these publications will follow." The Committee was impressed by Dr. Brown's progress, and especially by the anticipated funding of his NIH R01 grant. The lack of senior author publications was discussed as a source of concern. While registering the need to monitor his progress on this dimension, the Committee's overall impression, based on his NIH grant reviews and other academic contributions, was that relevant publications would very likely follow his ongoing research and his implementation of the newly funded projects. A secondary recommendation was that he assume additional educational leadership (e.g., directing a Critical Readings class). The A&P vote of 10-0 in favor of the three-year reappointment for Dr. Brown reflected the Committee's sharing the Department's positive expectations of his successful progress on the tenure track.