

## TEMPLATE FOR A&P COMMITTEE REPORT

---

Date: March 29, 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 Promotion of Kerry, L. Smith, MD to Associate Professor, Non-Tenure on the Professional Practice Track in the Department of Medicine

---

At the meeting held on September 7, 2019, the A&P Committee met to consider the promotion of Kerry L. Smith, MD from Assistant Professor, non-tenure on the Professional Practice Track in the Department of Medicine to Associate Professor, non-tenure, on the Professional Practice Track in the Department of Medicine at XYZ School. The members of the committee present were I, as chair, Professors Appleton, Heller, Berk, and Patel, and Associate Professors Filler, Caption, Rockefeller, Muller, and Shu. The A&P voted to recommend promotion for Dr. Smith, with a vote of 7-3. The Departmental vote was 21-3-1, in favor of promotion. A summary of the A&P discussion leading to this recommendation follows.

Dr. Smith received a BS in biology from the Monmouth University, New Jersey in 1987. She was awarded the MD degree from Feinberg School of Medicine at Northwestern University, in 2007. After an internship at Boston University School of Medicine, she completed an internal medicine residency at SUNY Downstate Medical Center (2009-2012). She then completed a fellowship at the University of Pittsburg Medical Center in Allergy/Immunology (2012-2014) before joining the faculty as Assistant Professor in 2015. She has an active license in the state of New Jersey and New York and was certified by the American Board of Internal Medicine and by the American Board of Endocrinology.

Dr. Smith is a well-regarded clinician, serving as the Director of the Endocrinology services at XYZ. Her clinical productivity is a little below the 50<sup>th</sup> percentile in RVUs; while the majority of the committee found this level to be appropriate, a few expressed concerns about productivity. Dr. Smith's teaching and clinical leadership are substantial. She established the first endocrinology fellowship at XYZ in 2018 and serves as its Program Director. Dr. Smith is actively involved in the teaching of medical students, residents and fellows. Dr. Smith's teaching of medical students is

described in the departmental report (Form 4) as very good. Dr. Smith has been active in clinical research, conducting four industry sponsored trials and local clinical investigations as a collaborator. She has 3 peer-reviewed publications, 7 abstracts and a few presentations, all local. In addition to her clinical leadership roles, she has served on several departmental committees and several hospital committees. While most of the committee found her record to be appropriate, there was a lengthy discussion regarding her lack of a reputation outside of the university and especially her lack of involvement at the state or national level in committees. The Committee noted the excellent letters of support coming from colleagues within the school representing several disciplines, but there were no letters from outside of the medical school attesting to a regional reputation. Dr. Smith's professionalism and kind demeanor are held in high regard.

The Committee noted Dr. Smith's important and growing clinical expertise, contributions, and leadership, her recognition as a valued consultant, collaborator and colleague by members of her own and other disciplines within the school, as well as her active clinical research and scholarly contributions. While some were concerned that this promotion is premature, citing her lack of a regional or national involvement and relatively average level of RVUs, the majority expressed support for the promotion. The committee vote reflects both the support and concerns, supporting Dr. Smith's proposed promotion to Associate Professor, non-tenure, on the Professional Practice Track in the Department of Medicine with a vote of 6-3.