

| | CANDIDATE | DEPARTMENT | FACULTY AFFAIRS |
|-----------|---|---|--|
| JANUARY | | Runs the Academic Appointment Information Report to determine P&T class members. | Preplanning begins for the upcoming cycle. Posts P&T timeline for upcoming year. SOM P&T chair, vice chair, and coordinator meet with potential candidates as requested (ongoing throughout the spring). |
| FEBRUARY | Connects with their department chair/division chief to discuss candidacy. Begins to prepare CV, personal statement and list of referees. Begins to gather most recent information needed for portfolio. | Reviews Academic Appointment Information Report from Workday. Assigns P&T mentor for each candidate. | SOM P&T chair, vice chair, and coordinator of academic achievement meet with potential candidates as requested (ongoing through the spring). |
| MARCH | Submits draft CV, personal statement, and list of referees to department. Checks with department regarding internal deadlines; continues through April. | Department reviews CV and personal statement for each candidate and prepares feedback. CV MUST be in required format. Department chair reviews list of referees. | Course Offerings: P&T Timeline, Preparing your CV, Preparing your Personal Statement, Preparing your List of Referees. Invite "Polishing the Portfolio" panel and set dates. |
| APRIL | Receives feedback on CV, personal statement and list of referees. Checks with department on internal timeframes. Ensures all the information needed for portfolio is available and current. | Provides candidates with feedback on CV, personal statement, and list of referees. Conducts annual faculty reviews. Submits final list of candidates in Advancement App to Faculty Affairs by April 29, 2025 . | Selects and appoints P&T Committee and New Hire Committee Members. Course Offering: Polishing your Portfolio |
| MAY | Candidates at the end of eligibility who will not be supported for advancement work with chair on options. Meets with P&T mentor to start to prepare portfolio and ask questions. Provides final CV, personal statement, and list of referees to department. Checks with department regarding internal deadlines. | Department chair/division chief meets to discuss options with candidates at the end of eligibility who will not be recommended. Submits candidate's CV, personal statement, and list of referees in the Advancement App by May 13, 2025. Sends out requests for letters to referees by May 15, 2025 in the Advancement App with July 1, 2025, due date. | Reviews candidate list in Advancement App for accuracy and begins data compilation for each candidate. Verifies secondary appointments with the department of the primary candidate going up. Course Offering: Polishing your Portfolio |
| JUNE | Continues to work on portfolios and updates CV as needed for significant accomplishments (e.g., new publication, new grant funding, significant honorific award, election/appointment to leadership position). | Follows up with department chair and/or candidates when additional external independent referee names are needed. | Follows up with departments to ensure appropriate number of external independent referee letters are received. |
| JULY | June tasks continue through July | Follows up with department chair and/or candidates when additional external independent referee names are needed. Sends out new referee request letters as needed via Advancement App. Send reminder emails to referees. | Reviews referee letters as they arrive to confirm referee type and relationship with candidate. Follows up with departments to ensure appropriate number of external independent referee letters are received. Late July: provides referee letters to departments via Advancement App for department P&T committee deliberation. |
| AUGUST | Submits P&T packet (CV, personal statement, referee list, reprints of three publications/other examples of scholarship, contributions in clinical care, education, research, and service with supporting documentation for excellence as appropriate for your track and proposed rank) to department P&T committee. All sections should be submitted as pdf files, with each section being one pdf. Check with department regarding internal deadlines. | Provides portfolio improvement recommendations to the candidate. | Requests letters of support from candidates' secondary appointments. Provides department committee members access to P&T Advancement App. |
| SEPTEMBER | Receives feedback on portfolio; submits final portfolio to department along with updated CV if applicable (check with your department on internal time frames). Discusses department non-recommendation decision with department chair. "Final Dossier" due 9/11/2025. | Reviews candidate materials, votes, and gives recommendations on improving portfolio. Submits recommendations to the chair for review and final recommendation. Chair writes nomination letters and declares that candidates ascribe to ASPIRE Values. Notifies candidates of department non-recommendations. Submits final candidate portfolios, Department P&T Recommendation Form, chair letter to Faculty Affairs by September 11, 2025 . Notifies candidate of completed submission. "Final Dossiers" due 9/11/2025. | Reviews department submissions as they come in. Organizes SOM P&T Committee meetings and reviews. Continues to monitor referee letters. |
| OCTOBER | Provides updates to portfolio and CV as needed to department P&T contact. This is for significant accomplishments (e.g., new publication, new grant funding, significant honorific award, election/appointment to leadership position). Continues through February. | Provides missing information or clarification to SOM P&T committee when requested. | SOM P&T committee meets, reviews candidate portfolios, and votes. Drafts SOM Dean letters each week that go to the Provost in February. SOM P&T committee requests additional information as needed. |
| NOVEMBER | Provides updates to portfolio and CV as needed to department P&T contact. This is for significant accomplishments (e.g., new publication, new grant funding, significant honorific award, election/appointment to leadership position). Continues through February. | Submits any updated documents via the Advancement App and notifies Faculty Affairs of the submission. Continues through February. | SOM P&T committee meets, reviews candidate portfolios, and votes. Drafts SOM Dean letters each week that go to the Provost in February SOM P&T committee requests additional information as needed. |
| DECEMBER | Provides updates to portfolio and CV as needed to department P&T contact. This is for significant accomplishments (e.g., new publication, new grant funding, significant honorific award, election/appointment to leadership position). Continues through February. | Department chair receives notification of negative recommendations and reaches out to Office of Faculty Affairs for clarification if needed. | Senior Associate Dean for Office of Faculty Affairs notifies department chairs of negative recommendations. |
| YEAR TWO | | | |
| JANUARY | Provides updates to portfolio and CV as needed to department P&T contact. This is for significant accomplishments (e.g., new publication, new grant funding, significant honorific award, election/appointment to leadership position). Continues through February. | Department chair receives notification of negative recommendations and reaches out to Office of Faculty Affairs for clarification if needed. | P&T cases presented to the dean for review and final recommendation. Submits any updated documents from candidates to the provost. |
| FEBRUARY | Receives notice of negative recommendation by February 2, 2026 . | Department chair receives copy of non-recommendation letters sent to each candidate not recommended to the provost. | |
| MARCH-MAY | Provost P&T Committee deliberations | Provost P&T Committee deliberations | Provost P&T Committee deliberations Prepares feedback for all candidates not at the rank of Professor. |
| JUNE | Receives notification and congratulations from the provost of advancement pending BOV approval. | Receives list of positive provost recommendations from Faculty Affairs. | Receives notification of provost recommendations from Office of the Provost. Notifies department chairs of provost recommendations, noting that they are pending BOV approval. Provides all candidates not at the rank of professor feedback for their next promotion. |
| JULY | Advancements approved by the BOV effective July 1, 2026 . | Advancements approved by the BOV effective July 1, 2026 . | Works with the Office of the Provost and HR to verify promotions in Workday. |