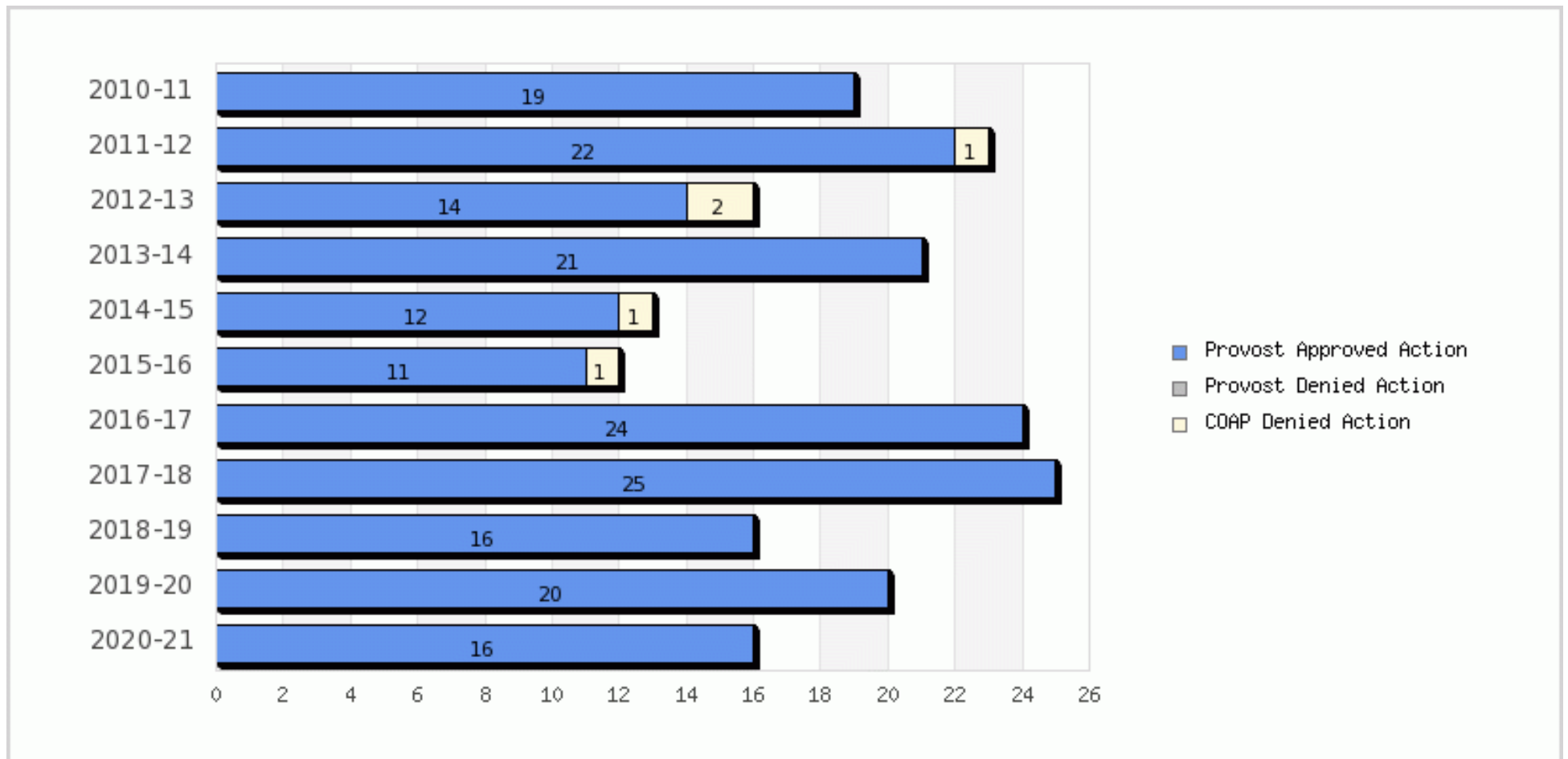


# **Annual Report of the Committee on Appointments and Promotions (COAP)**

## **Outcomes of Considerations for Appointments and Promotions**

The following charts provide by track (Tenure, Clinician-Educator, Research and Academic Clinician) and by rank (Professor and Associate Professor) the numbers of candidates reviewed for appointment and promotion by the COAP and the outcomes of the final reviews by the Provost.

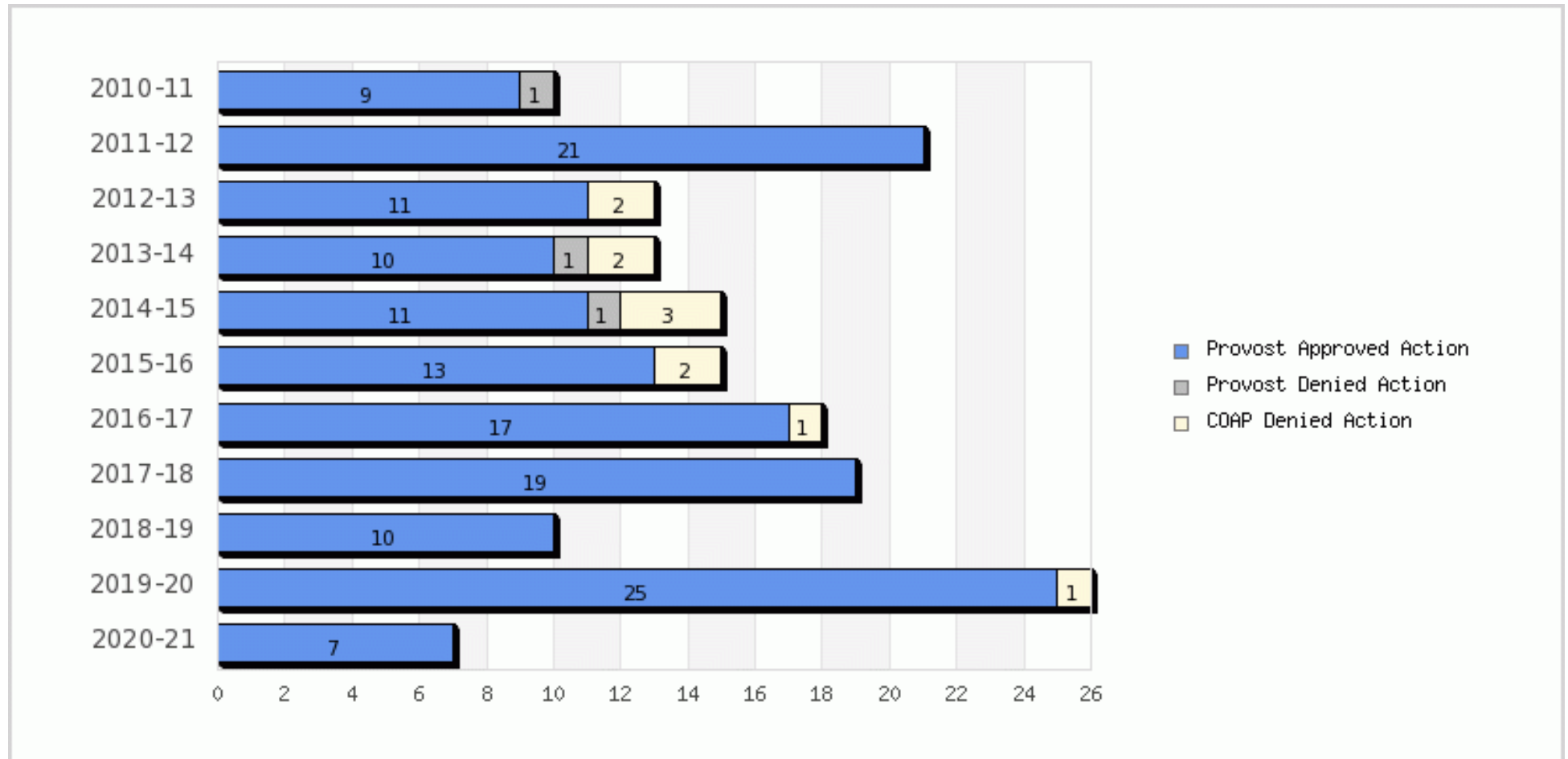
## Outcomes of Consideration for Appointment and Promotions to Full Professor on the Tenure Track Perelman School of Medicine 2010-11 to 2020-21



|                  | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total # of Cases | 19      | 23      | 16      | 21      | 13      | 12      | 24      | 25      | 16      | 20      | 16      | 205   |

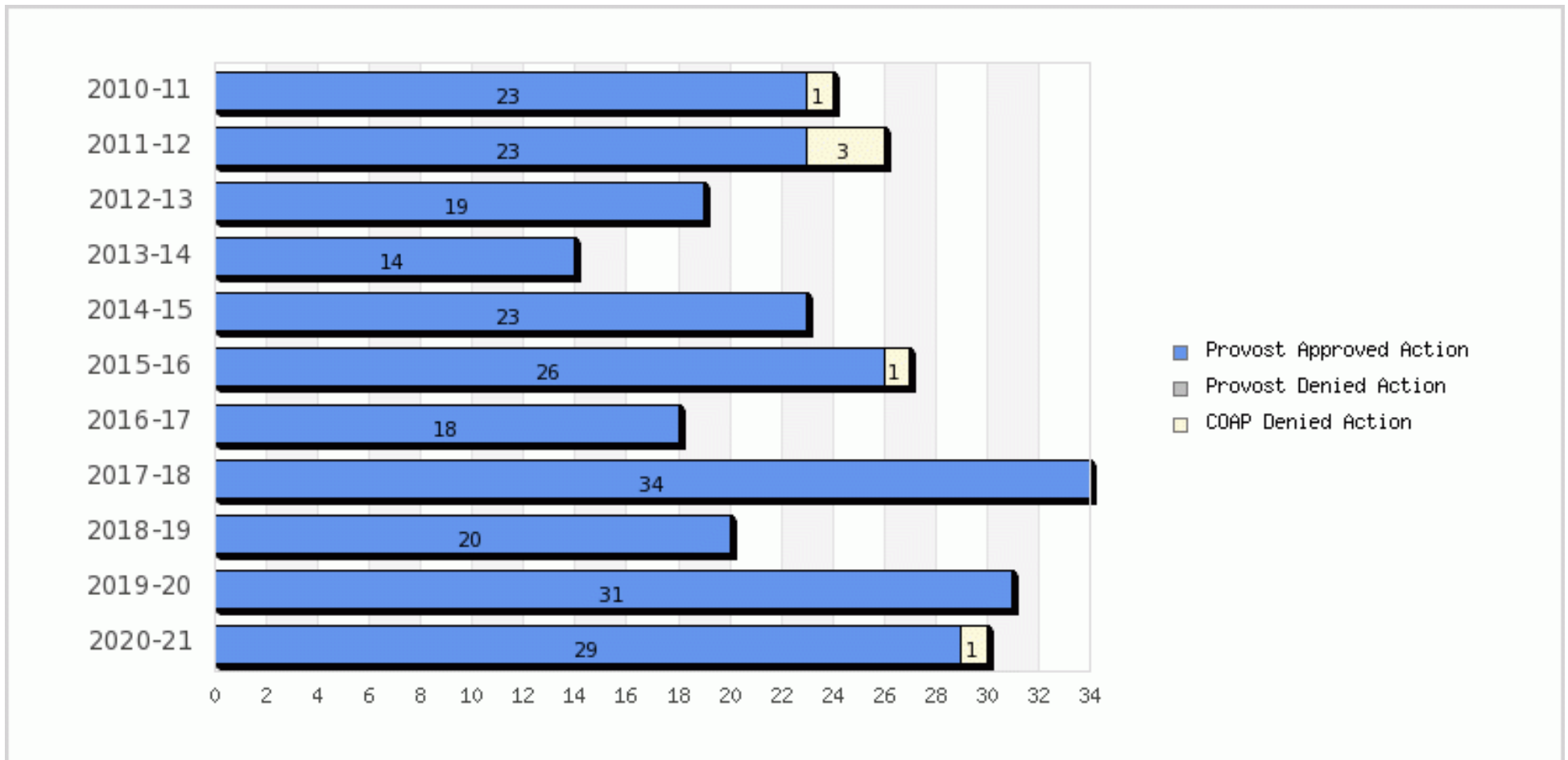
## Outcomes of Consideration for Appointment and Promotions to Associate Professor on the Tenure Track Perelman School of Medicine 2010-11 to 2020-21

Data does not include faculty converted to tenure.



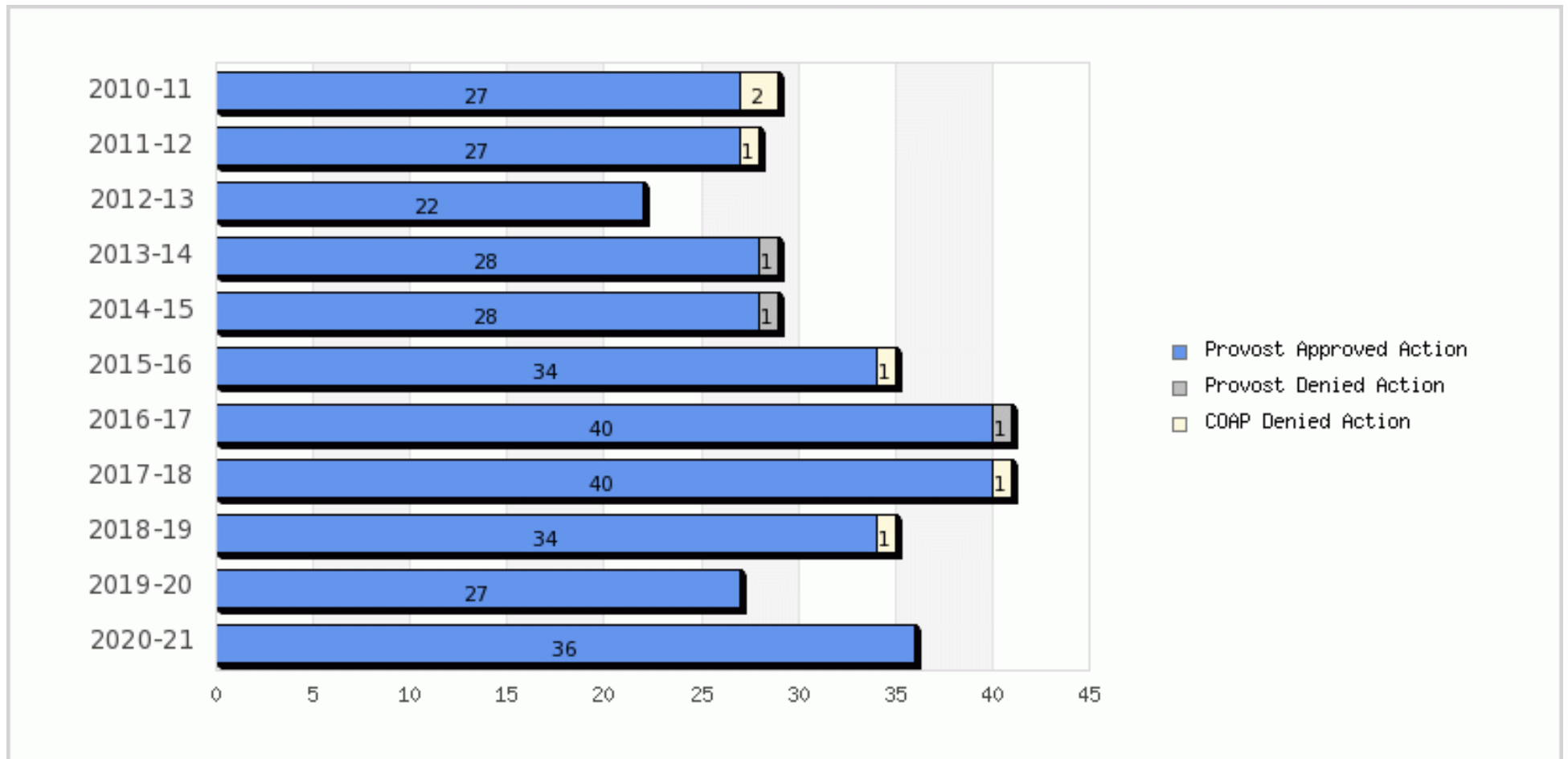
|                  | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total # of Cases | 10      | 21      | 13      | 13      | 15      | 15      | 18      | 19      | 10      | 26      | 7       | 167   |

## Outcomes of Consideration for Appointment and Promotions to Full Professor on the Clinician Educator Track Perelman School of Medicine 2010-11 to 2020-21



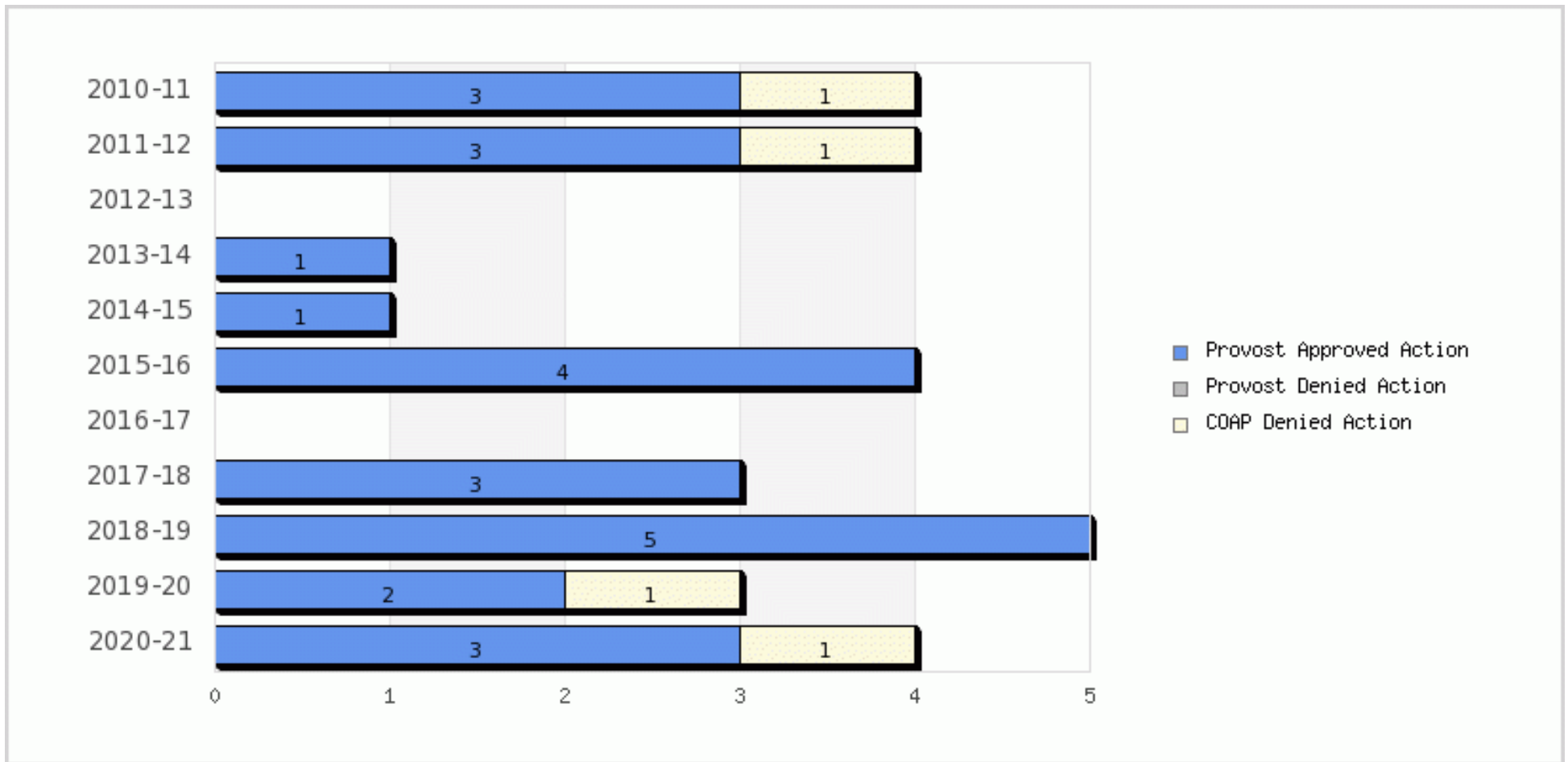
|                  | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total # of Cases | 24      | 26      | 19      | 14      | 23      | 27      | 18      | 34      | 20      | 31      | 30      | 266   |

## Outcomes of Consideration for Appointment and Promotions to Associate Professor on the Clinician Educator Track Perelman School of Medicine 2010-11 to 2020-21



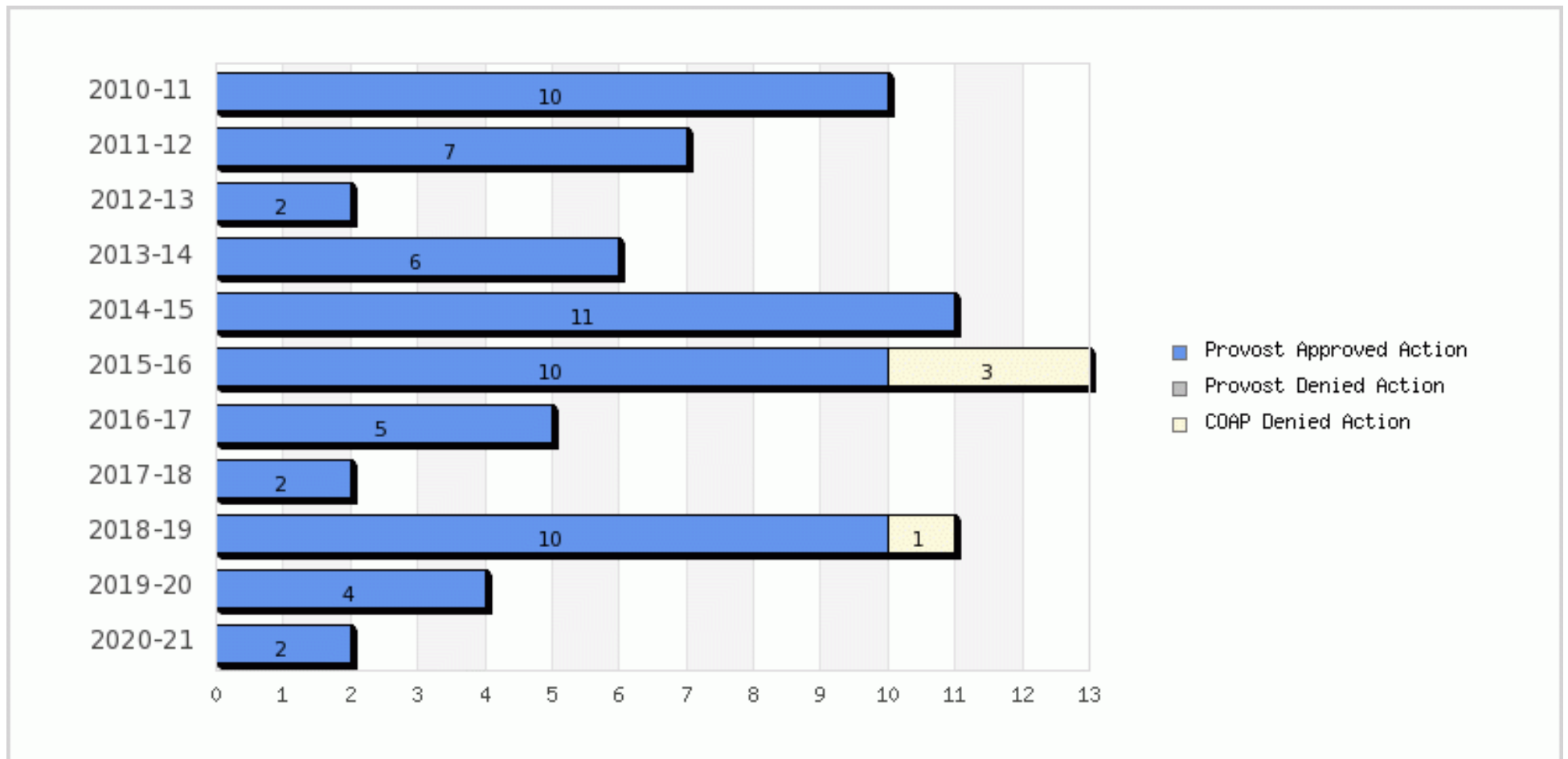
|                  | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total # of Cases | 29      | 28      | 22      | 29      | 29      | 35      | 41      | 41      | 35      | 27      | 36      | 352   |

## Outcomes of Consideration for Appointment and Promotions to Full Professor on the Research Track Perelman School of Medicine 2010-11 to 2020-21



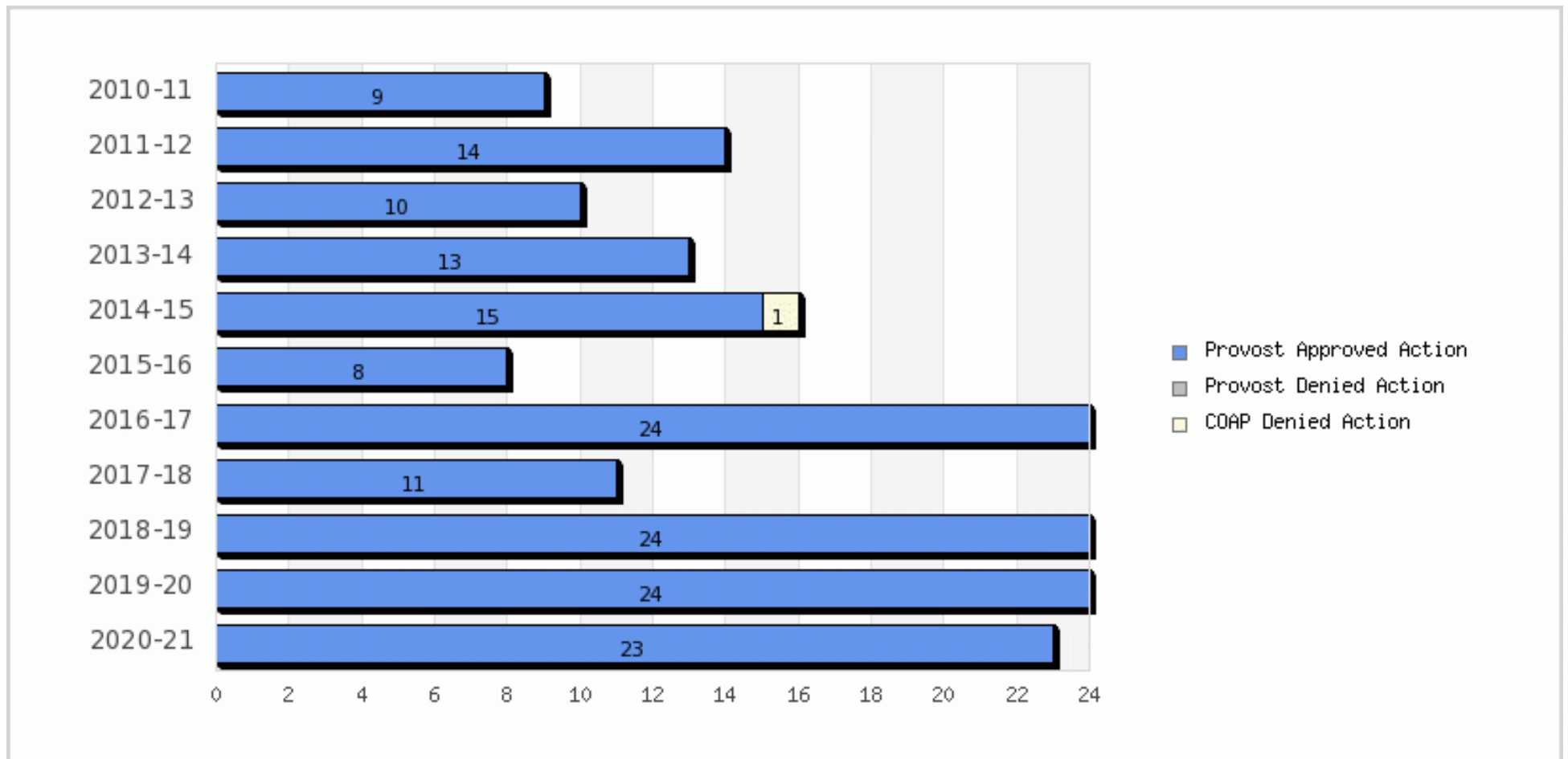
|                  | 2010-11 | 2011-12 | 2013-14 | 2014-15 | 2015-16 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total # of Cases | 4       | 4       | 1       | 1       | 4       | 3       | 5       | 3       | 4       | 29    |

## Outcomes of Consideration for Appointment and Promotions to Associate Professor on the Research Track Perelman School of Medicine 2010-11 to 2020-21



|                  | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total # of Cases | 10      | 7       | 2       | 6       | 11      | 13      | 5       | 2       | 11      | 4       | 2       | 73    |

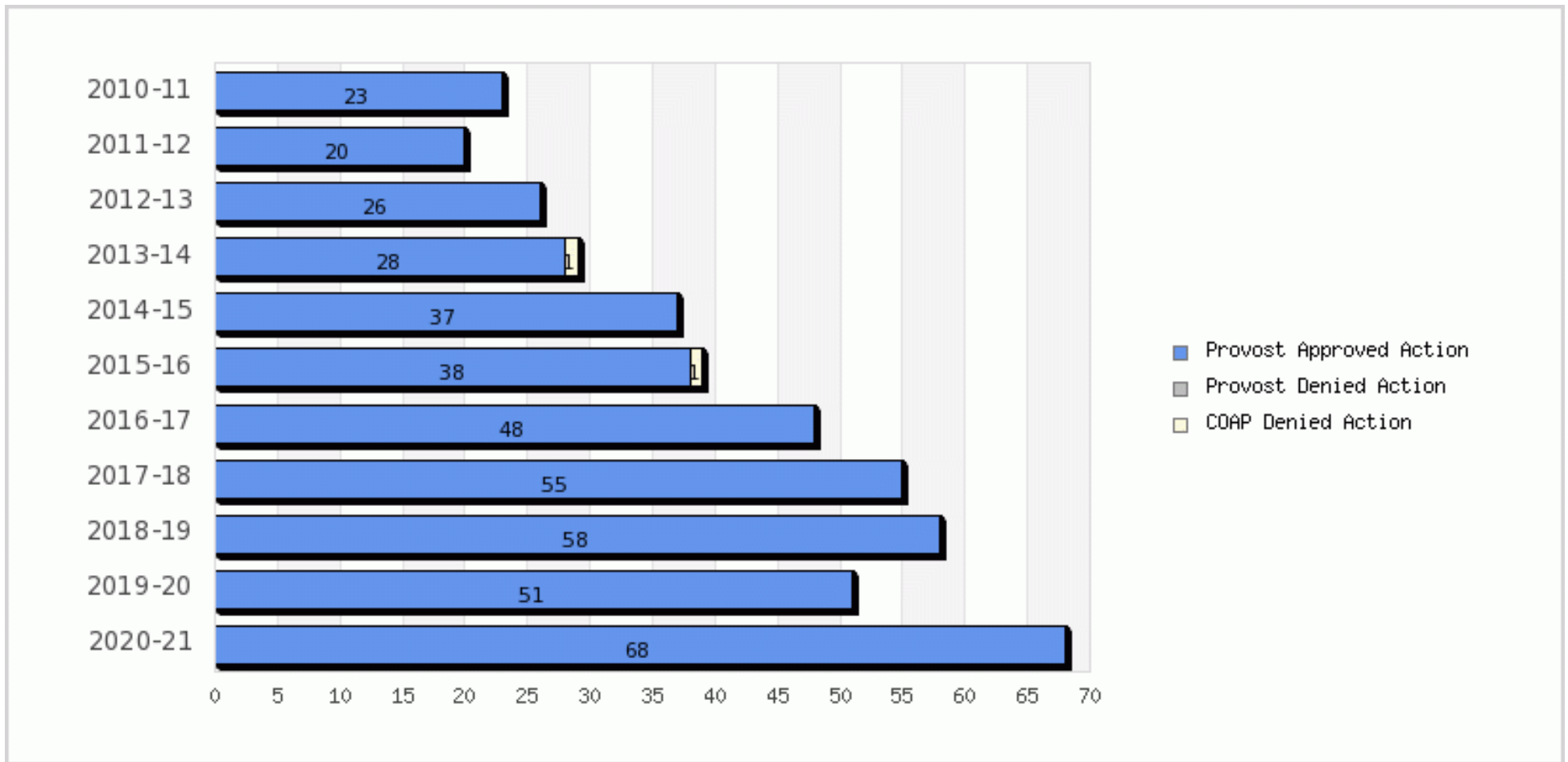
## Outcomes of Consideration for Appointment and Promotions to Full Professor on the Academic Clinician Track Perelman School of Medicine 2010-11 to 2020-21



|                  | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total # of Cases | 9       | 14      | 10      | 13      | 16      | 8       | 24      | 11      | 24      | 24      | 23      | 176   |



## Outcomes of Consideration for Appointment and Promotions to Associate Professor on the Academic Clinician Track Perelman School of Medicine 2010-11 to 2020-21



|                  | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total # of Cases | 23      | 20      | 26      | 29      | 37      | 39      | 48      | 55      | 58      | 51      | 68      | 454   |

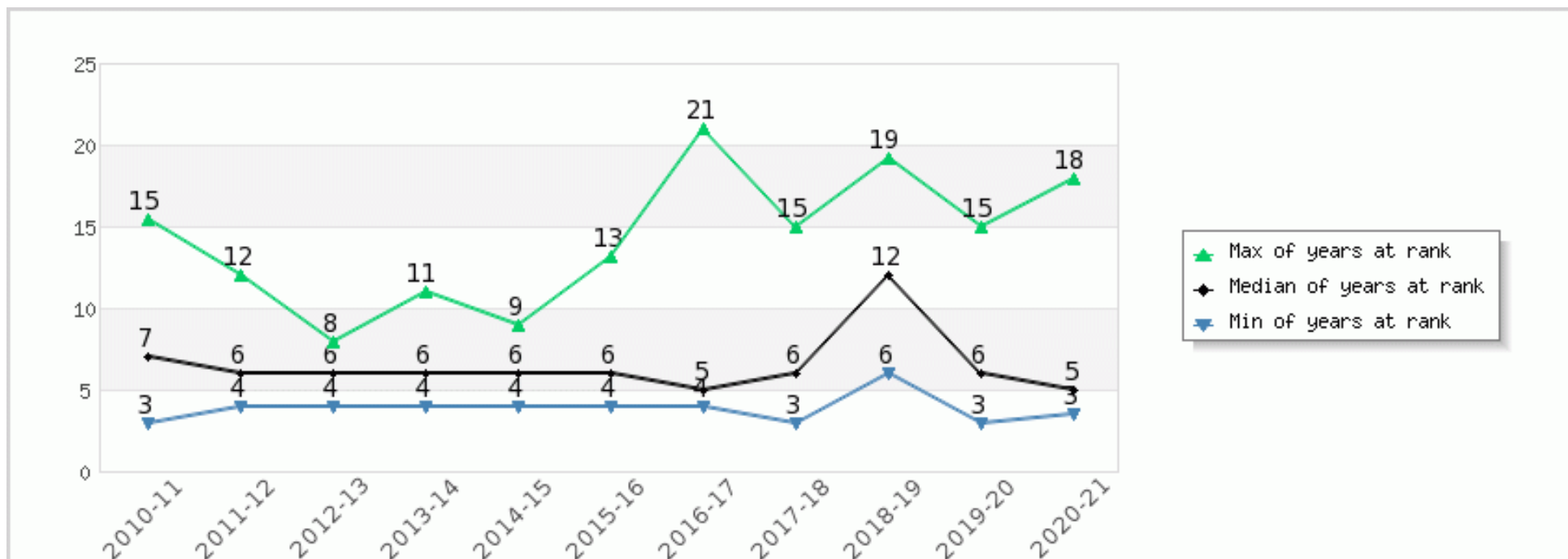
## **Years in Prior Rank at Time of Promotion**

The following charts provide information about the years in prior rank (includes time spent in any full-time faculty track) at the time of promotion for successful candidates.

This information is provided by track (Tenure, Clinician-Educator, Research, and Academic Clinician) and by rank (Professor and Associate Professor).

The information does not include years served in a prior rank at another institution. Years at prior rank could include extensions to the probationary period pursuant to Policy Number II.E.3, "Policy on Extension of the Probationary Period that Apply to Granting of Tenure or Promotions to Associate Professor" in the Handbook for Faculty and Academic Administrators.

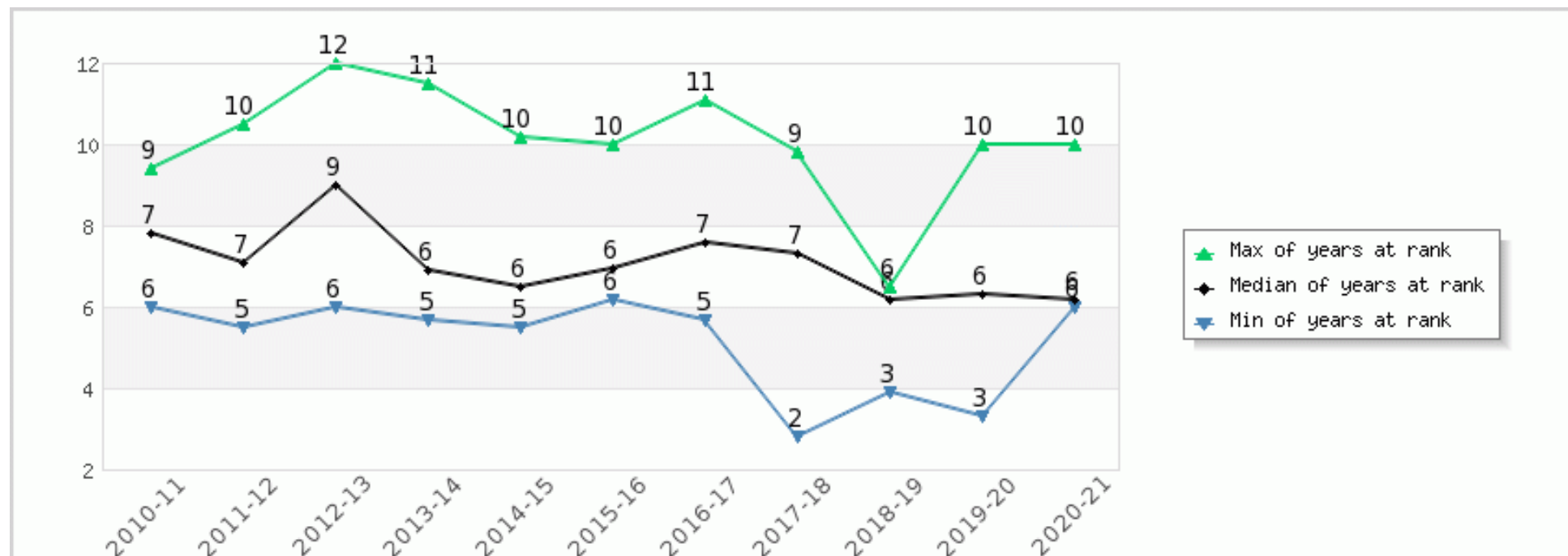
## Years at Prior Rank for Promotions to Full Professor on the Tenure Track Perelman School of Medicine 2010-11 to 2020-21



|                             | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total successful promotions | 13      | 17      | 9       | 13      | 8       | 9       | 15      | 16      | 9       | 16      | 10      | 135   |

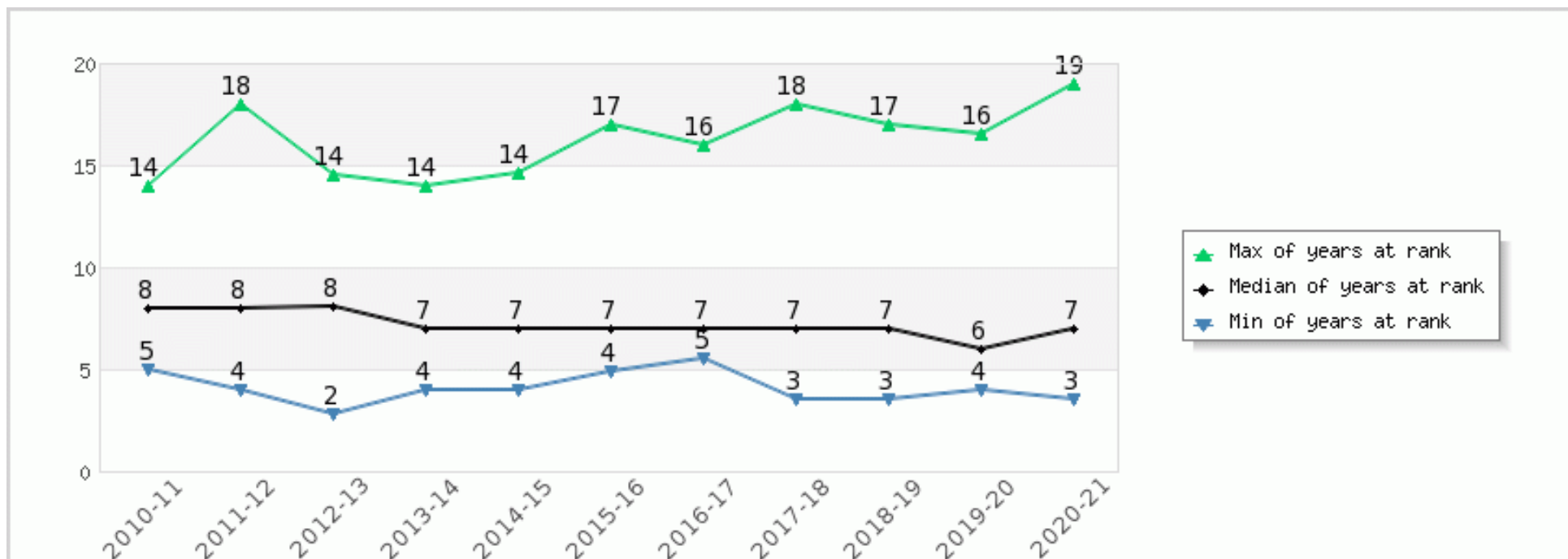
## Years at Prior Rank for Promotions to Associate Professor on the Tenure Track Perelman School of Medicine 2010-11 to 2020-21

Data does not include faculty converted to tenure.



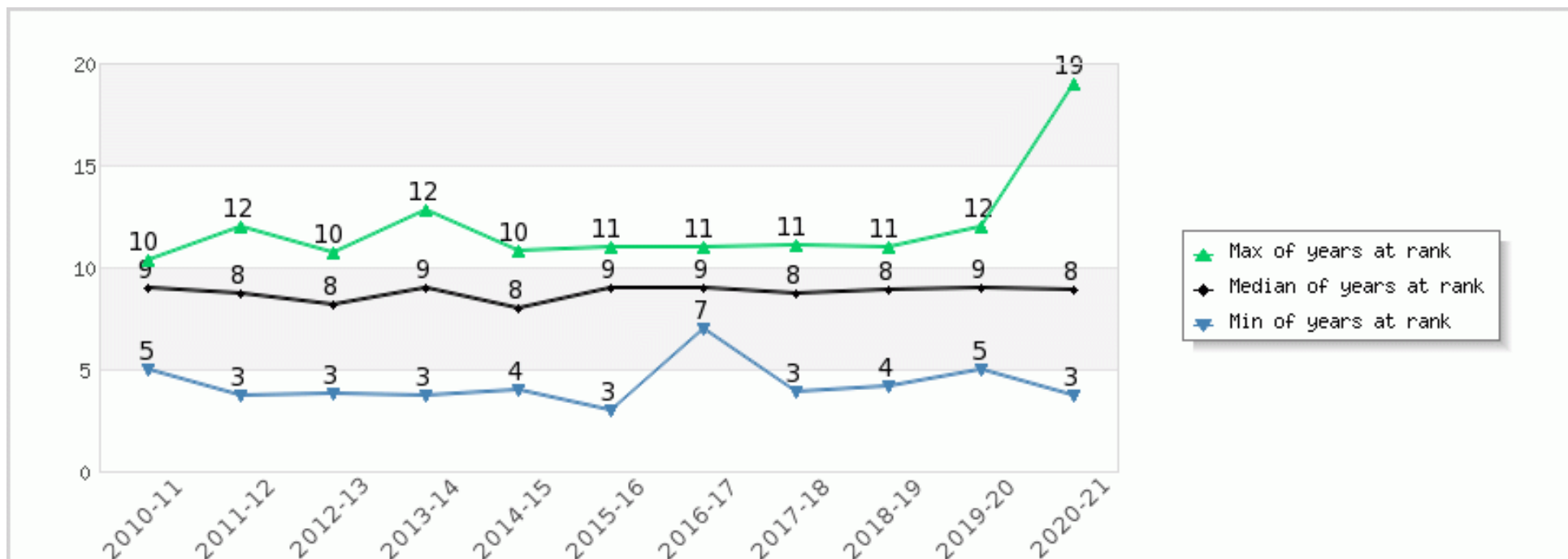
|                             | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total successful promotions | 9       | 17      | 9       | 9       | 9       | 10      | 12      | 15      | 7       | 19      | 5       | 121   |

## Years at Prior Rank for Promotions to Full Professor on the Clinician Educator Track Perelman School of Medicine 2010-11 to 2020-21



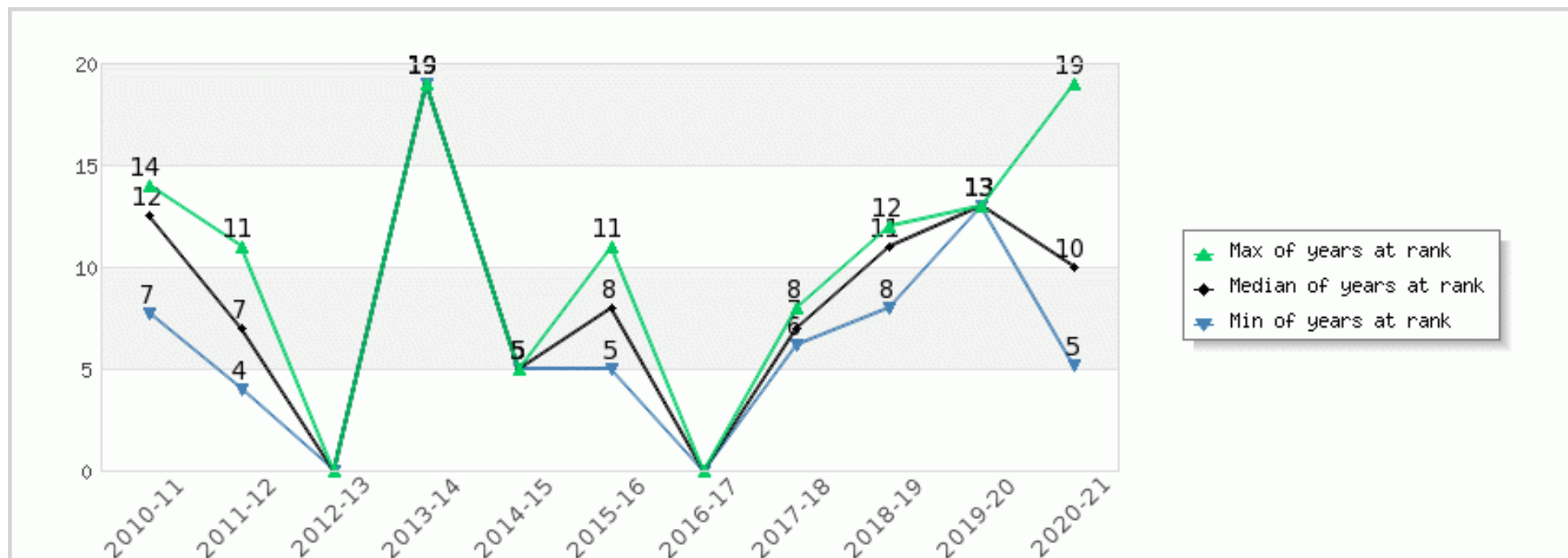
|                             | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total successful promotions | 20      | 15      | 16      | 13      | 18      | 23      | 13      | 28      | 18      | 25      | 26      | 215   |

## Years at Prior Rank for Promotions to Associate Professor on the Clinician Educator Track Perelman School of Medicine 2010-11 to 2020-21



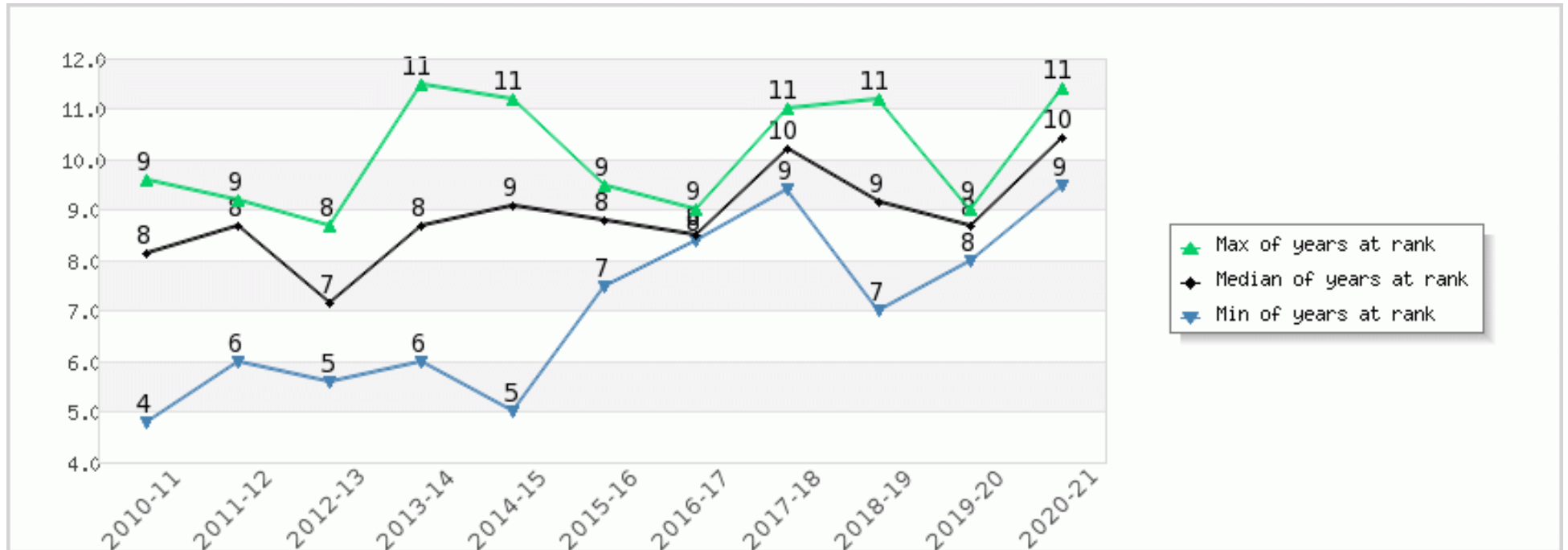
|                             | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total successful promotions | 25      | 23      | 19      | 25      | 23      | 28      | 34      | 34      | 28      | 23      | 31      | 293   |

## Years at Prior Rank for Promotions to Full Professor on the Research Track Perelman School of Medicine 2010-11 to 2020-21



|                             | 2010-11 | 2011-12 | 2013-14 | 2014-15 | 2015-16 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total successful promotions | 3       | 3       | 1       | 1       | 4       | 3       | 5       | 1       | 3       | 24    |

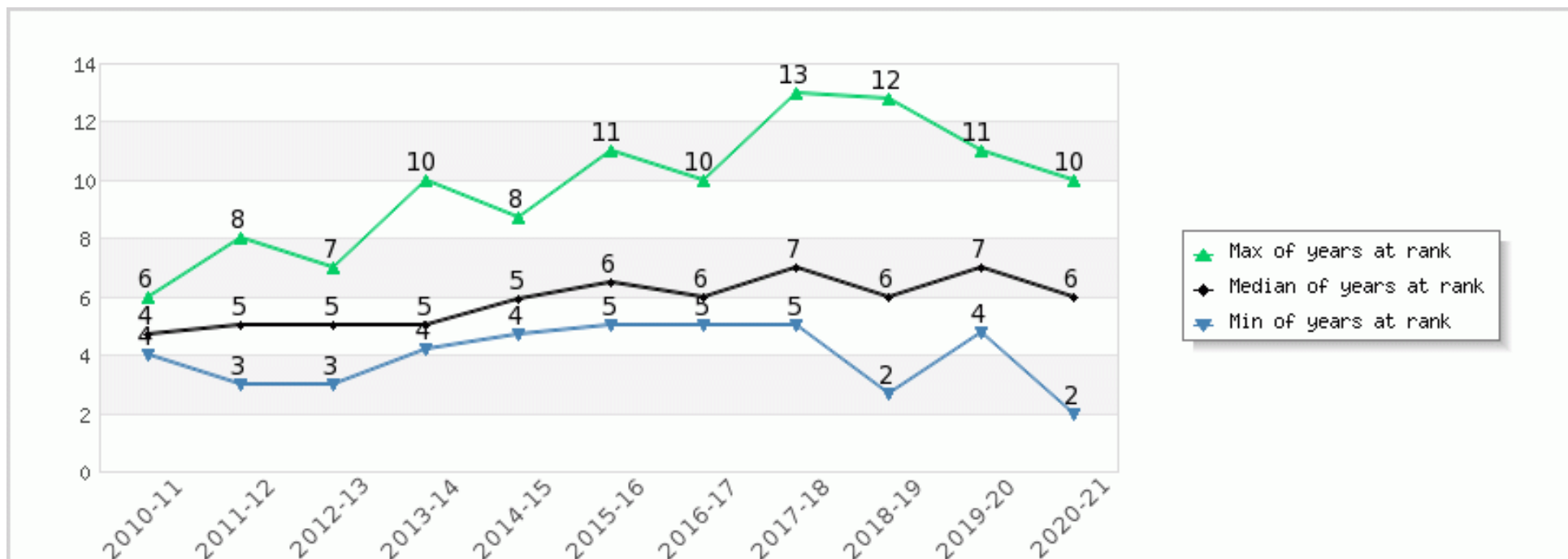
## Years at Prior Rank for Promotions to Associate Professor on the Research Track Perelman School of Medicine 2010-11 to 2020-21



|                             | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total successful promotions | 8       | 3       | 2       | 5       | 11      | 7       | 3       | 2       | 8       | 3       | 2       | 54    |

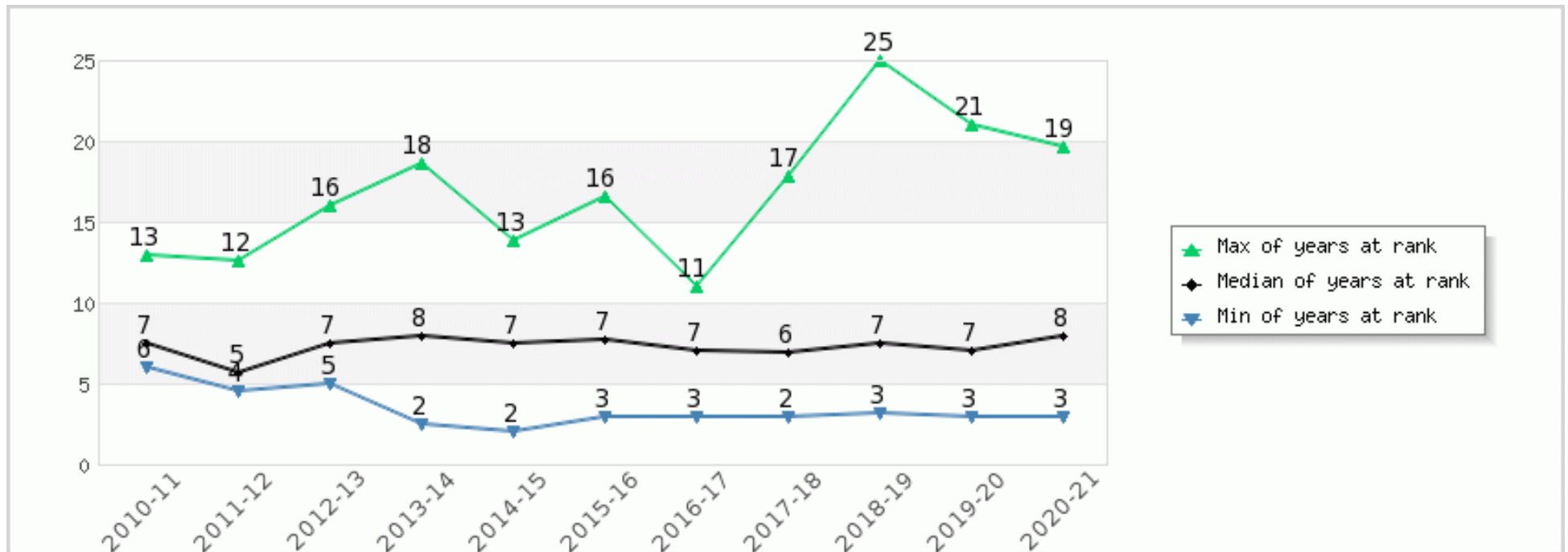


## Years at Prior Rank for Promotions to Full Professor on the Academic Clinician Track Perelman School of Medicine 2010-11 to 2020-21



|                             | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total successful promotions | 5       | 7       | 10      | 7       | 10      | 4       | 18      | 9       | 22      | 22      | 19      | 133   |

## Years at Prior Rank for Promotions to Associate Professor on the Academic Clinician Track Perelman School of Medicine 2010-11 to 2020-21



|                             | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | Total |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| Total successful promotions | 14      | 14      | 18      | 23      | 28      | 30      | 35      | 44      | 37      | 31      | 51      | 325   |