

Documentation Guidelines for full-time **Appointments** to the ranks of:

Associate Professor, tenure track
Associate Professor, tenured
Professor, tenure track
Professor, tenured

Process Reminders

- **Seek approval of recruitment from the Dean's Office before advertising.**
 - Once selected, have the top candidate meet with the Dean ([see recruitment page for specific process](#))
 - Seek approval of the offer letter from the Dean's Office before letter is sent to the candidate.
 - Documentation must be dated no earlier than 90 days prior to the date the packet is submitted to OAA.
 - The candidate's legal name (name that will be entered in the eUMB System) and degree must be consistent throughout all documentation.
 - Effective Date must be consistent throughout all documentation and within 60 days of the "on or about" date in the offer letter. A retroactive effective date **will not** be processed without prior approval (Contact OAA before submitting)
 - **An approved and active UMSOM faculty appointment is REQUIRED to be effective BEFORE UMMC privileges (temporary or provisional) may be granted and activated.**
 - Even if revisions are not needed, appointments at these ranks take **4 to 6 months to process**, as they are reviewed by OAA, APT Committee, Executive Committee, School of Medicine Council, President, and Dean.
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Required Documents & Guidelines

- **Chair's Recommendation Letter**

First Paragraph:

- Legal name and degree (degree must be designated as awarded (not US equivalent), per UMSOM policy) Proposed rank/title
- Pay status (full-time)
- Proposed tenure status (tenure track or tenured)
- Official SOM department name
- Division, Secondary Appointment, Institute, Program and/or Center (if applicable)
- Effective date

Subsequent Paragraphs:

- General background: education, degrees, scholarships/academic honors, special training, employment history
- Detail the Candidate's worthiness for the appointment: address all academic criteria, regardless of strengths, including scholarly contributions to knowledge, clinical contributions (if applicable), teaching contributions and service contributions. See UMSOM APT Policy for criteria.
- Address the quality of research and publications, achievements, stature in the scientific and/or clinical community, and potential for future growth and continued contributions
- If appointed on the tenure track, include reference to the mentoring committee, specifying the name of the mentoring committee **chair** (not the members)
- State the expectations of the candidate in terms of teaching, research, clinical (if applicable), and service activities at UMSOM. If applicable, **explicitly explain why licensure and/or UMMC privileges are not required for this position if the candidate holds a clinical degree, and state that they will not have any patient contact.**

- **Secondary Appointment Request Form** * (include for candidate's secondary appointments, so they can be approved at the same time as primary appointment)
- **CV Verification Form*** (date must be the same or later than date on CV)
 - CV Verification signed by candidate. Typed signatures not accepted
- **Curriculum Vitae**
 - The CV date must be no earlier than 90 days prior to the date the packet is submitted to the OAA.
 - CV follows the **CV Standard Format Guidelines*** and is in the exact order of the CV format
 - Candidate's proposed appointment should not be included on the CV (candidate should not add until final approval is received)
 - Include a copy of editor letter or email for each peer-reviewed article that is listed as *in press*, *accepted*, *in revision*, or *submitted*
- **Letters of Recommendation** (at least 3, no more than 5)
 - Department Chair, Department APT Chair, or APT Partner (not the candidate) must solicit letters from reviewers
 - At least 2 **external letters must be independent** (not current or past collaborators, colleagues, mentors, or mentees of the candidate) An independent reviewer may know the candidate professionally (worked on study sections, met at professional meetings)
 - Letters of recommendation must be on institutional letterhead, dated and signed by the reviewer
 - Reviewers must hold the same academic rank or higher than what is being proposed for the candidate
 - Reviewers must state the specific rank and tenure status for the proposed appointment
 - Typed Signatures are not accepted.
 - Date on a letter of recommendation must be no earlier than 90 days before the packet is submitted to OAA
 - All letters of recommendation received by the department included in the packet even if exceeds the maximum number of five (per campus policy)
- **Reviewer Forms** * (to be completed by each external reviewer, placed after corresponding letter in the packet)
- **SOM Salary Sheet** *
 - Complete SOM salary sheet in full with dollar amounts and FTE
 - Will not be any **red** fields if completed properly
- **SOM Faculty Appointment Information Sheet** * (FAIS)
 - Title/Rank and effective date should exactly match what is stated in the chair's letter.
 - Effective date must be consistent on the FRCS, Chair's letter, and FAIS and within 60 days of the 'on or about' date stated in the offer letter.
 - Match the salary breakdown on the FAIS exactly to the salary on the salary sheet
 - If there is an RPI non-guaranteed component to the salary, it must be noted next to the amount
 - Any salary component paid by anyone other than the primary department must be noted next to the dollar amount
 - If a portion of the salary is being paid by a Department other than the primary Department, or by a Program, Center, or Institute (P/C/I), FAIS must also be signed by the Department Chair and/or Director of the P/C/I

- Must fill in payout amount on Line G.
- **Interim FAIS ***
 - Include an interim FAIS so the candidate can begin before the appointment review process is completed.
 - Interim title is “Interim Visiting Assistant Professor” regardless of the final rank.
 - Interim appointments are non-tenure track regardless of the final tenure status.
 - Interim appointments are for a 6-month term.
 - Match the salary breakdown on the interim FAIS exactly with the salary on the FAIS for the final appointment.
 - If there is an RPI non-guaranteed component to the salary, it must be noted next to the amount
 - Any salary component paid by anyone other than the primary department must be noted next to the dollar amount
 - If a portion of the salary is being paid by a Department other than the primary Department, or by a Program, Center, or Institute (P/C/I), FAIS must also be signed by the Department Chair and/or Director of the P/C/I
 - Must fill in payout amount on Line G.
- **VA Memorandum of Understanding *** (If applicable)
 - A VA MOU is required if the candidate is paid directly by the VA for all or part of their salary through VA 8ths.
- **Licensure verification** (if a clinician)
 - Include verification of the Maryland license if the candidate is a licensed professional (e.g., medical doctor, psychologist, nurse, etc.) and the position requires the candidate to be licensed in the State of Maryland. Do not provide a copy of paper license; obtain proof of license from Maryland Board of Physician’s website. <https://www.mbp.state.md.us/bpqapp/>
- **Transcript(s)**
 - Include a copy of an **official transcript** stating the degree that was awarded and the date it was awarded, from the institution that granted the terminal degree, as well as any related graduate degrees (e.g., MPH, MBA, etc) that are critical to this position OR any degrees the candidate will use after their name. If the institution does not provide official transcripts, contact the OAA.
 - It is UMSOM policy that all degrees must be designated as awarded (the U.S. equivalent cannot be used)
- **Reprint List** (see [Sample Reprint List *](#))
 - List of citations of 5 articles that have been published or accepted for publication in a peer-reviewed journal (reviews, book chapters, and invited articles are not accepted)
 - Select the 5 papers that best demonstrate the candidate’s capability to conduct investigation as an independent researcher
 - Reprint List should include a heading with the title “Reprint List” and the name of the candidate.
 - Citations should be numbered.
- **Citation Report** - request from Nicole Shelawala at HSHSL nshelawala@hshsl.umaryland.edu
- **Demographic Form *** (candidate to complete)
 - Include the candidate’s SOM email address and campus mail address for UMB/SOM. If campus mail address is unknown, use the department APT Partner’s campus address
 - Make sure all questions are answered.

- **Offer Letter signed by candidate**
- **Background check confirmation**
- **FRCS * and published ads or Wavier Approval Memo**
 - Make sure it is signed by the Search Committee Chair and that all fields are completed

FINAL REMINDERS:

- *Forms and templates referenced in the above can be found here:
<https://www.medschool.umaryland.edu/AcademicAdmin/Forms-Letters--Templates/>
- Submit documents through **Interfolio**: <https://account.interfolio.com/login>
- If you have not yet had Interfolio training, submit packet by email, in pdf format, in the same order as listed above, to Ruth Bassford (rbassford@som.umaryland.edu) and Hannah Andrews (handrews@som.umaryland.edu)
 - Name the packet using the year, month, day (yyyy-mmdd) the promotion will be effective, followed by the candidate's last name, first name (all lower case) and AP for the action (appointment) being requested Example: 2024-0701-smith-john-AP (packet is requesting an appointment for John Smith effective July 1, 2024)