

The Office of Advanced Practice: Pathways to Promotion

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School of Medicine

UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS



uchealth

Objectives

- Recognize steps and resources for achieving academic rank promotion within the system for APPs
- Explore dossier requirements
- Review new 2025 SOM rule changes for academic promotion and dossier requirements

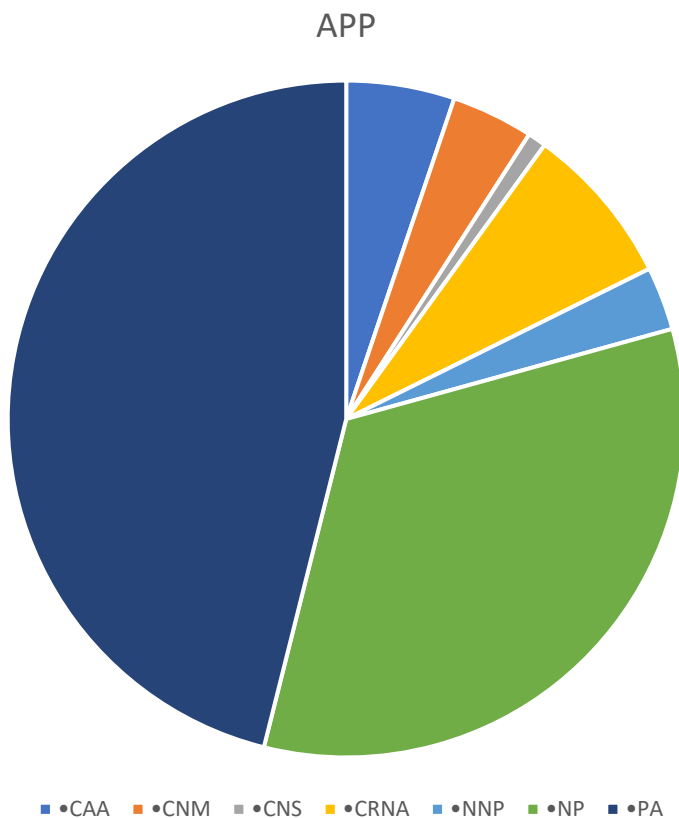
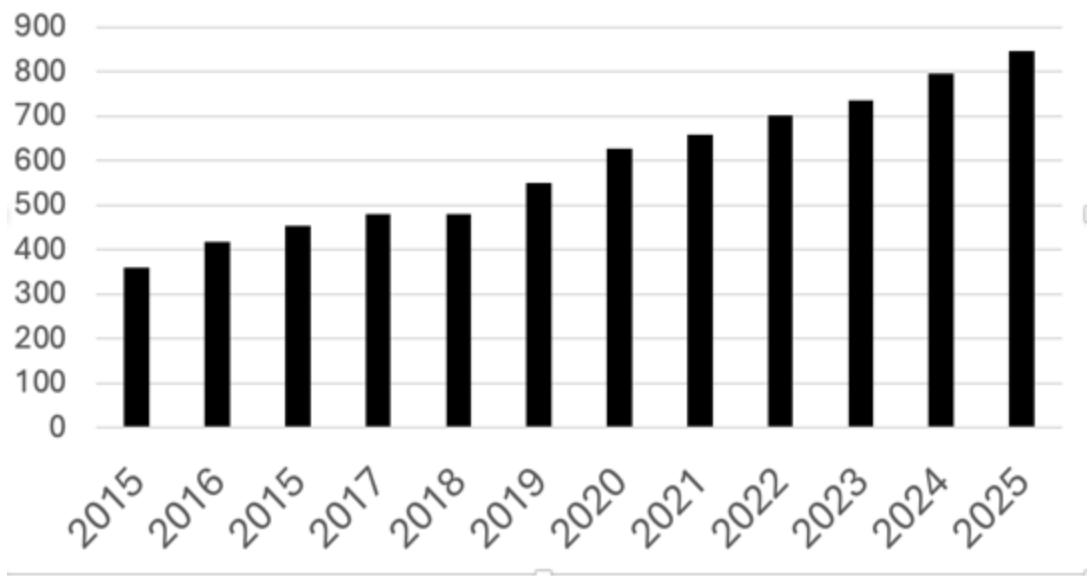
Faculty Across the SOM by Academic Rank

- 39% of SOM faculty members are Instructors/Sr. Instructors
- 94% of APPs are Instructors or Sr. Instructors.
- 29% of faculty who identify as URiM hold Instructor/Sr. Instructor ranks.

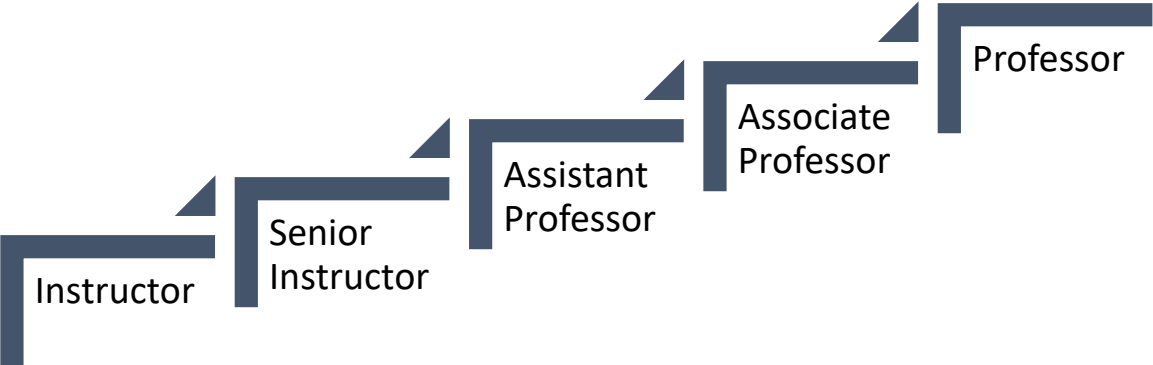
The OAP Journey – Adult Health: STRATEGIC GROWTH



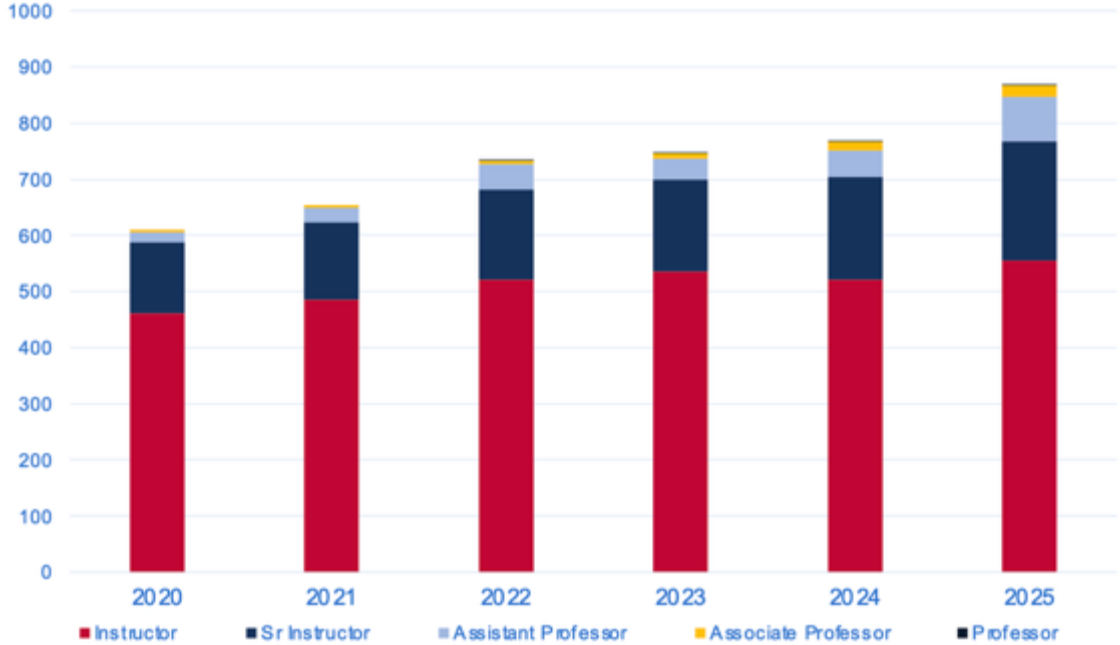
Adult Health



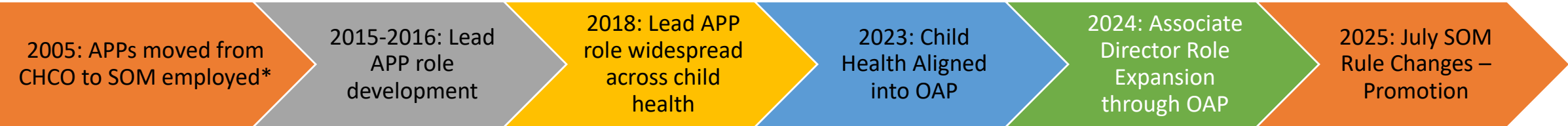
The OAP Journey Adult Health : APPs as Academic Faculty



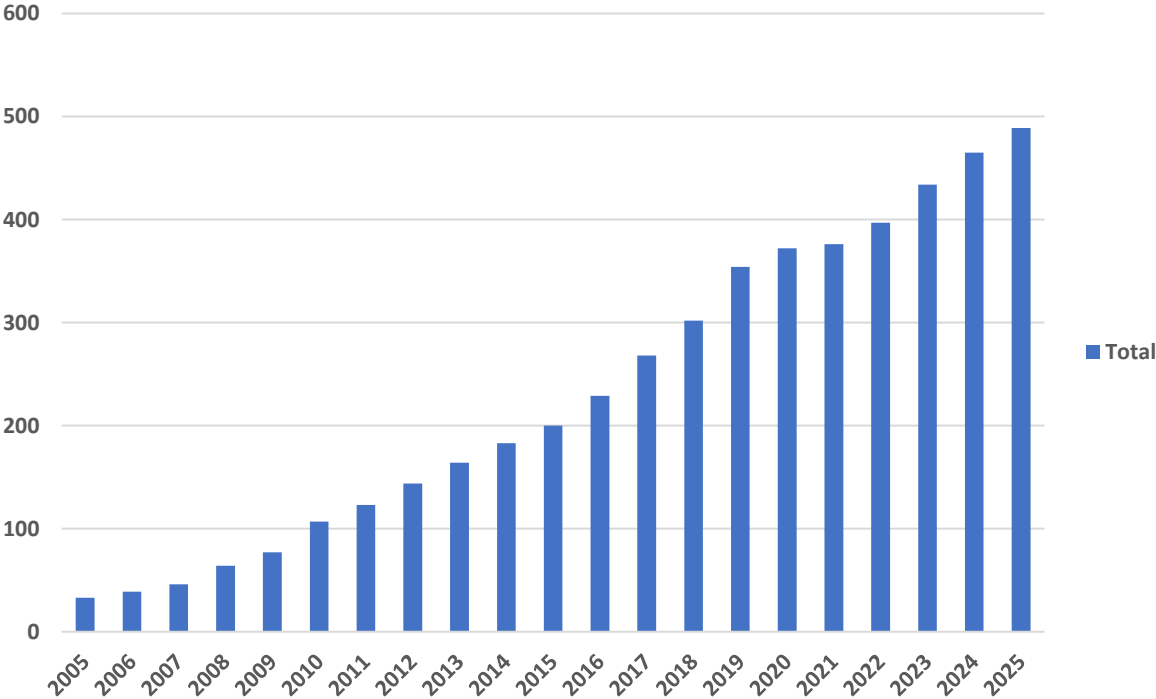
APPs by Academic Rank



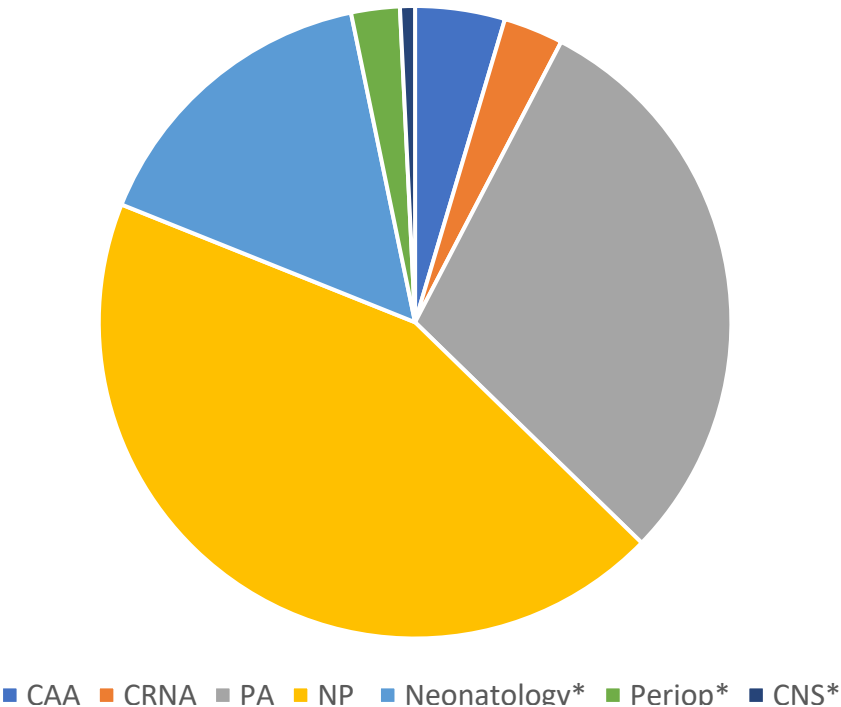
Advanced Practice Journey Child Health: 20- year Growth



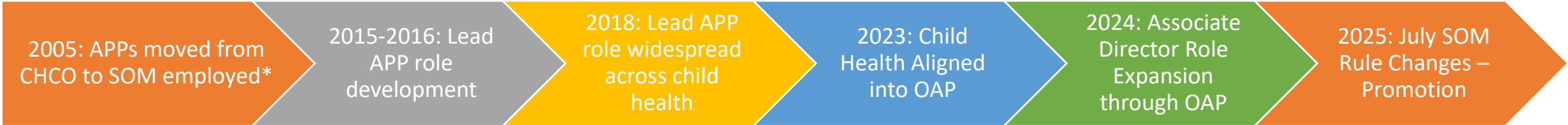
2005-2025 APP Growth



Child Health



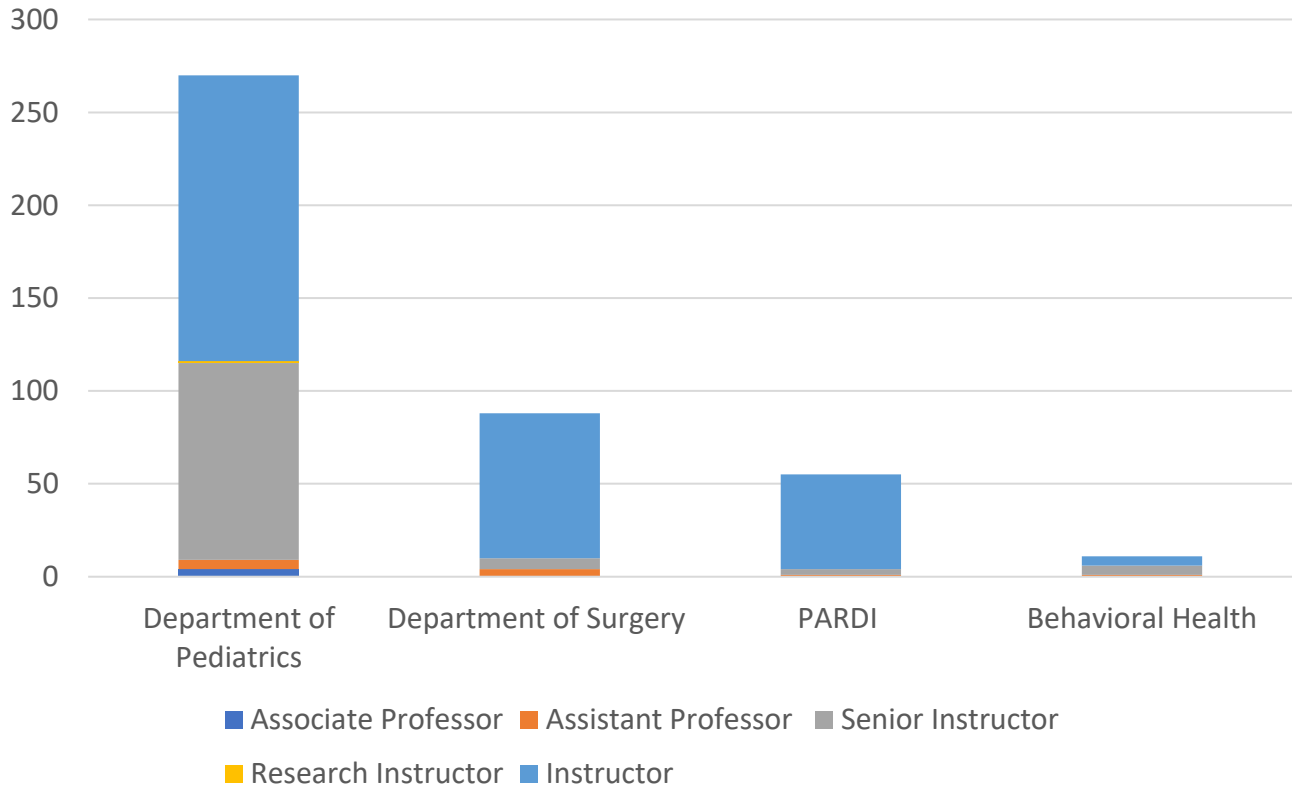
Advanced Practice Journey Child Health: APPS as Academic Faculty



Faculty Ranks

- Instructor
- Senior Instructor
- Assistant Professor
- Associate Professor
- Professor

Academic Rank by Division



University of Colorado School of Medicine Mission

The mission of the University of Colorado School of Medicine is to provide Colorado, the nation and the world with programs of excellence in:

Education - through the provision of educational programs to medical students, PA/NP students, graduate students, residents, fellows, practicing health professionals and the public at large

Research - through the development of new knowledge in the basic and clinical sciences, as well as in health policy and health care education

Patient Care - through state-of-the-art clinical programs which reflect the unique educational environment of the University, as well as the needs of the patients it serves

Community Service - through sharing the School's expertise and knowledge to enhance the broader community, including our affiliated institutions, other healthcare professionals, alumni and other colleagues, and citizens of the state

2025 SOM Promotion Changes

- **Promotion criteria will not change!**
- Required ongoing career development and mentoring for all faculty
- Tenure and Tenure-Eligible Track
- Clinical Practice Track
- Time-Clock has been removed from the Clinical Practice and Research Professor Tracks with the addition of ranks of Instructor, Senior Instructor, and Assistant Professor

Note about Time-Clock

- 7-year time-clock has been removed for those moving from Assistant to Associate Professor ranks
 - Some Divisions and Sections might still require a time-clock for promotion
- Early-career comprehensive review will be **required** for **all** Assistant Professors in their 3rd or 4th year
 - Ensure mentorship and career guidance without forcing faculty to promote against their preferences.

2025 SOM Promotion Changes

- Single cover letter replaces four domain-specific portfolios
- Single Personalized Promotions Matrix will replace four domain-specific matrices
- Supplemental materials are required only for area(s) of Excellence (plus teaching evaluations for all).
- A CV Abstract will only be accepted in Tenure applications

2025 SOM Faculty Tracks and Ranks

<https://medschool.cuanschutz.edu/faculty/facultyaffairs/faculty-tracks-and-ranks#ac-instructor-of-clinical-practice-0>

Tenure and Tenure-Eligible Track

- basic scientists
- clinician-scientists
- clinician-educators
- others
- Promotion from Assistant to Associate to Professor must include **scholarship** (not only research but also scholarship of teaching, application and integration).

Clinical Practice Track

- Designed those faculty who focus their efforts on **direct patient care** and **clinical program leadership**
- **Must demonstrate excellence in clinical activity**
- Teaching is required
- Scholarship encouraged but not required
- Not eligible for tenure

2025 SOM Faculty Tracks and Ranks

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Tenure and Tenure-Eligible Track

- ✓ Instructor
- ✓ Senior Instructor
- ✓ Assistant Professor
- ✓ Associate Professor
- ✓ Professor

Clinical Practice Track

- ✓ Instructor of Clinical Practice
- ✓ Senior Instructor of Clinical Practice
- ✓ Assistant Professor of Clinical Practice
- ✓ Associate Professor of Clinical Practice
- ✓ Professor of Clinical Practice

2025 SOM Faculty Tracks and Ranks

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Research Professor Track

- ✓ Typically funded from external grants and contracts
- ✓ Must demonstrate excellence in domain of research, scholarly activity and specifically scholarship of discovery
- ✓ Not eligible for tenure
- ✓ Ranks include: Research Scientist, Senior Research Scientist, Assistant Research Professor, Associate Research Professor, Research Professor

Adjoint Faculty

- ✓ Faculty whose appointments are less than 0.5 FTE
- ✓ Faculty who perform volunteer teaching, research, administrative, advocacy or clinical services
- ✓ Ranks include: Adjoint Instructor, Adjoint Senior Instructor, Adjoint Assistant Professor, Adjoint Associate Professor, Adjoint Professor, Adjoint Professor with Distinction

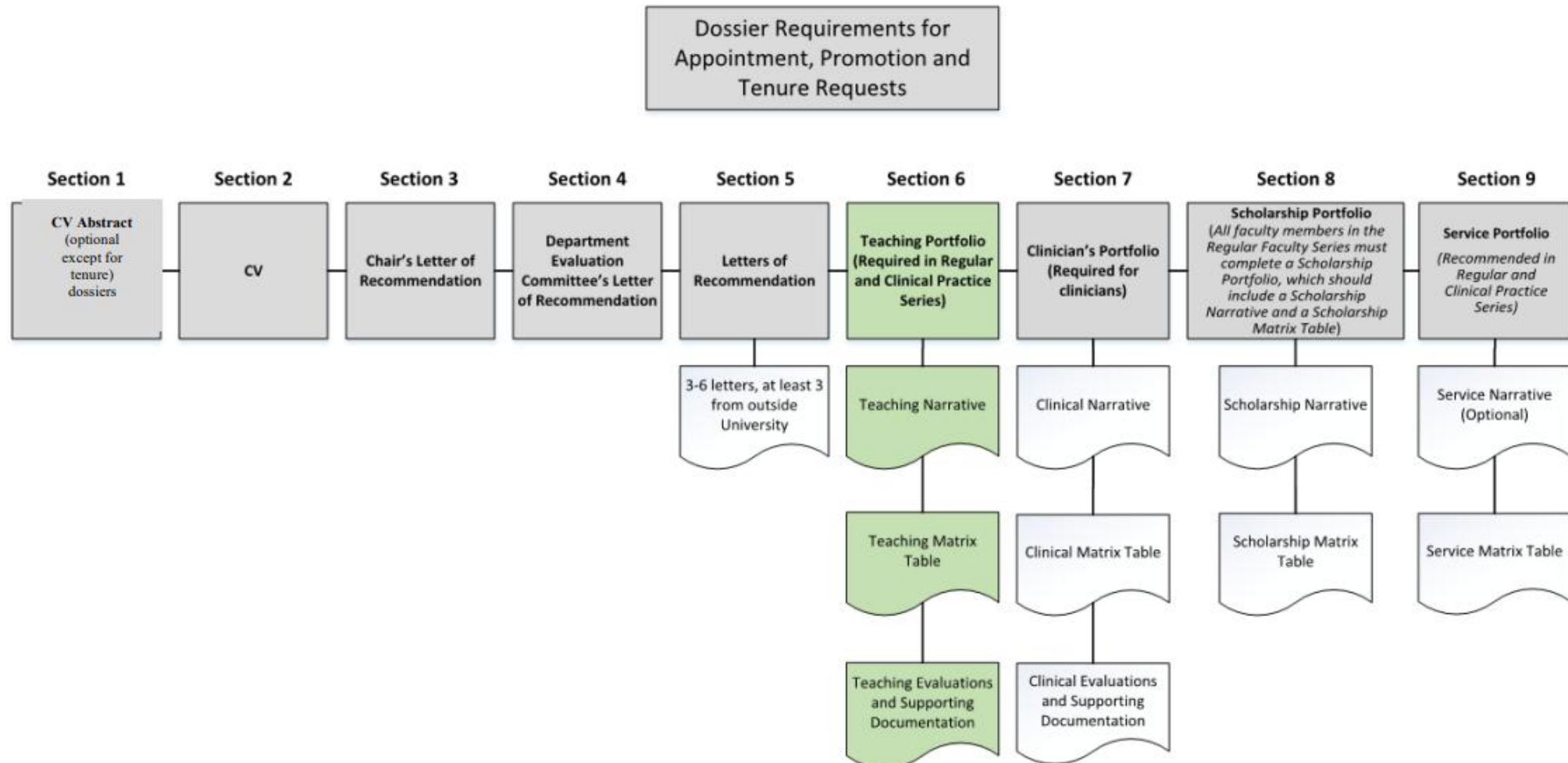
Promotion Criteria Matrix – July 2025

<https://medschool.cuanschutz.edu/faculty-affairs/for-faculty/promotion-and-tenure/dossier-preparation>



Dossier Compilation Resources – July 2025

<https://medschool.cuanschutz.edu/faculty-affairs/for-faculty/promotion-and-tenure/dossier-preparation>



Dossier Checklist Example

https://medschool.cuanschutz.edu/docs/librariesprovider173/current-docs-3-25/dossier-checklist_-august-2025-update-05.pdf?sfvrsn=f8b5e4b4_1

		Tenured and Tenure-Eligible Track	Research Professor Track	Clinical Practice Track	Tenure
		Appointment or Promotion to Associate Professor or Professor	Appointment or Promotion to Associate Research Professor or Research Professor	Appointment or Promotion to Associate Professor of Clinical Practice or Professor of Clinical Practice	Award of Tenure (with or without concurrent appointment or promotion)
Prepared by:	DOSSIER CONTENTS				
Applicant	Current Curriculum Vitae Template on DFA website.	✓	✓	✓	✓
Applicant	Cover Letter Suggested length 3-5 pages, to describe key areas of excellence and impact.	✓	✓	✓	✓
Applicant	Personalized Promotions Matrix Template and instructions	✓	✗	✓	✓
Applicant	Supplemental Materials	✓	✓	✓	✓
Department	Chair's letter of recommendation	✓	✓	✓	✓
Department	Departmental Evaluation Committee Letter Must include the vote (e.g., B-O) and rating (E vs M) in each applicable domain, with explanation.	✓	✓	✓	✓
Department	External Reference Letters At least three letters must be from individuals without a University of Colorado affiliation.	✓	✓	✓	✓ (Must specifically address how the candidate meets SOM tenure standards)
Applicant	CV Abstract Template at CV Abstract				✓

Performance Reviews in the School of Medicine (PRiSM)

- Annual
- Opens October yearly / Final Deadline March 1
- Assessment of teaching, clinical work, research, scholarship, and service
- Process includes a self-assessment (*Tip: Set expectations for self-assessment.*)
- Department chairs and program, center and institute directors also receive feedback regarding management of resources; recruitment and retention of faculty; mentoring activities; diversity of faculty, staff, students and residents; and interdepartmental collaborations

Performance Reviews in the School of Medicine (PRiSM)

- Feedback delivered by Section Head / Department Chair / Medical Director and/or APP Lead
- Identify a “mentor” and “primary reviewer”
- Orientation to PRiSM from APP lead or education point person for first review cycle is helpful
- **PRiSM can be used as dossier tracking from year to year and can be very helpful for promotion and recognition opportunities**

Resources

- Office of Faculty Affairs Website
 - <https://medschool.cuanschutz.edu/faculty-affairs>
 - <https://medschool.cuanschutz.edu/faculty-affairs/for-faculty/promotion-and-tenure/promotion-process>
 - <https://medschool.cuanschutz.edu/faculty-affairs/for-faculty/promotion-and-tenure/dossier-preparation>
- Office for the Faculty Experience Website
 - <https://medschool.cuanschutz.edu/faculty/promotion-updates#ac-major-changes-to-faculty-promotions-process-1>

Questions or Comments?

Thank you!

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