

Example - New Faculty Appointment - with tenure or without tenure

THE UNIVERSITY OF MICHIGAN REGENTS COMMUNICATION

ACTION REQUEST: Faculty Appointment Approval

NAME: John Doe, M.D.

TITLES: Professor of Radiation Oncology, Medical School

TENURE STATUS: With Tenure

EFFECTIVE DATE: August 25, 2025

APPOINTMENT PERIOD: 12 Months

On the recommendation of the chair of the Department of Radiation Oncology, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of John Doe, M.D. as professor of radiation oncology, with tenure, Medical School, effective August 25, 2025.

Academic Degrees:

John Doe received his B.S. degree in 2006 from Georgia State University. He completed his M.D. degree in 2010 at Vanderbilt University.

Professional Record:

Dr. Doe was appointed as a clinical assistant professor of radiation oncology at the University of Michigan in 2015. He was promoted to a clinical associate professor in 2018.

Summary of Evaluation:

Teaching: Dr. Doe provides didactic teaching, clinical instruction, and research mentoring for undergraduate, graduate, and medical students, post-doctoral trainees, fellows and residents. His teaching excellence is evidenced by obtention of three major teaching awards, including the Association of Residents in Radiation Oncology Teacher of the Year Award in 2016, the Annual Clinical Faculty Teacher of the Year Award in 2017, and the Graduate Medical Education Teacher/Mentor of the Year Award in 2019. Dr. Doe's mentees laud his open and encouraging teaching style.

Research: Dr. Doe's research focuses on the prognosis and validation of biomarkers for prostate cancer. He has published 222 peer-reviewed articles, many in very high impact journals, including the *Journal of Clinical Oncology*, *JAMA*, and the *New England Journal of Medicine*. His outstanding research was recognized through receipt of a Dean's Award for Clinical Research in 2018, and the NIH Cancer Clinical Investigator Team Leadership Award. Dr. Doe has been well-funded by the NIH, Department of

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Defense, and through numerous clinical trials.

Service: Dr. Doe's service is exemplary. He serves on multiple institutional committees, including as the associate chair for clinical research and as a fellowship director in the Department of Radiation Oncology. Nationally, he is an associate editor for *Nature Prostate Cancer*, *The Cancer Journal*, and the *International Journal of Radiation Oncology, Biology, Physics*.

Recent and Significant Publications:

INSERT RECENT AND SIGNIFICANT PUBLICATIONS

External Reviewers:

Reviewer A: "While consideration of promotion from associate to full professor with tenure after only two years in rank is unusual, this candidate does fulfill a level of research accomplishments at this juncture of his career to meet any rigorous institutional criteria for full professor with tenure..."

Reviewer B: "Without even reading through Dr. Doe's CV, I already am aware of his tremendous international reputation, and is [sic] changing practice with his work across the world. His work is referenced at nearly every international meeting, and I am actually surprised he is not already a full professor."

Reviewer C: "He is one of the truly recognized leaders in Prostate cancer management, with a unique focus on the impact of genomics and cancer disparities. He has extensively and cleverly studied complex and high risk prostate cancer using novel radiation therapy approaches, as well as combined radiation therapy with both immunotherapy and other novel compounds."

Reviewer D: "...I've gone through his publications over the last two years and they clearly include some extremely high impact factor papers...In the post-COVID-19 world I think we will increasingly be needing to rely on alternative ways of data collection so works such as this I think will in the future will carry increasing importance..."

Reviewer E: "In my opinion Dr. Doe's work is of the highest quality, and it has already had direct practice-changing impact in the care of prostate cancer patients...The quantity of scholarly output is also absolutely astounding."

Reviewer F: "Dr. Doe is a highly regarded clinician and researcher who has rapidly become an international expert in genitourinary oncology and central nervous system malignancies."

Reviewer G: "Dr. Doe's academic productivity is of highest caliber and reflects a serious commitment to academic medicine...Dr. Doe also received a GME Teacher/Mentor of the Year Award and Annual Clinical Faculty Teacher of the Year Award, since his last promotion."

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Summary of Recommendations:

Dr. Doe is a world-renowned clinician scientist who specializes in prostate cancer and spinal malignancy within radiation oncology. He is a talented teacher and mentor, a prolific researcher, and has made very substantial service contributions. He has achieved international and national recognition based through invited external presentations, visiting professorships, service, and awards. Dr. Doe has raised the visibility of Michigan Medicine worldwide. I am pleased, therefore, to recommend the appointment of John Doe, M.D. as professor of radiation oncology, with tenure, Medical School, effective August 25, 2025.

Recommended by:

Recommendation endorsed by:

Marschall S. Runge, M.D, Ph.D.
Executive Vice President for Medical Affairs
Dean, Medical School

Laurie K. McCauley
Provost and Executive Vice
President for Academic Affairs

October 2024