

University System of Maryland

AGEP PROMISE Academy Alliance

Recruitment and Selection

Actively recruiting through a transparent process

Recruiting from within and outside of System

Work within networks to identify potential candidates

Selection rubric with metrics

Aligning the hire with predicted open faculty positions in departments

Summer Success Institute

Onboarding

Mentor alignment

Orientation

Dual/special title

Explicit expectations and conversion process in hiring letter

Opportunities for Conversion

APAA-wide Professional Development and Mentoring

Bootcamps

Mentorship

Individual Development Plans – with check-ins and feedback

Faculty development conference for biomedical fellows

Teaching and mentoring workshops

Writing Seminar

Guest lecture opportunities

Common learning outcomes across research, teaching professional skills and career preparation

Conversion

Information on pathway options for conversion decision

Identification of and commitment to making necessary policy changes and practices at each institution

Mentoring for proper placement match

Tenure-Track Transition Support

Mentoring and support during transition

Pre-determined Conversion Pathway APAA Fellows

Not Pre-determined Conversion Pathway APAA Fellows

Conversion to TT at Home University Built-In

Conversion to TT in USM Institution

Tenure Track at Home Institution

Tenure Track at other USM Institution

APAA Biomedical FELLOW Enters

16 APAA URM Fellows in Biomedical Sciences

Towson University, Salisbury University, University of Maryland-Baltimore, University of Maryland-Baltimore County, University of Maryland-College Park
All institutions in the AGEP PROMISE Academy Alliance are involved at all stages.