

To: PSOM Full-Time Faculty
From: Erica Thaler, M.D., and Rod Eckenhoff, M.D., Co-Chairs for the PSOM COAP
Date: June 11, 2025
Subject: Clarifying COAP's Approach to Potential Funding Impact

Dear PSOM Colleagues,

The PSOM Committee on Appointments & Promotions (COAP) understands the current anxiety amongst the faculty given that recent federal mandates may make it more difficult to secure federal funds for research, especially in selected topic areas. One should recall that there have always been selected areas of science that receive more or less attention and therefore funding, but recent directives have amplified these disparities. Federal funding has long been viewed by the PSOM, not only as a direct means of research support, but also a metric of research excellence and impact. Pertaining primarily to the tenure and research faculty tracks, we also recognize it applies to some in the clinical educator track, even though not strictly required for advancement in the CE track. Regardless, federal funding remains important in most promotion decisions, so we want to share our current perspective to assure our faculty that we are working closely with the Dean's office to continuously evaluate the impact of the changing federal funding landscape on our holistic review process.

As you should all be aware, the PSOM COAP uses an impact and trajectory framework in their holistic review process for candidate promotions. This framework provides flexibility to the COAP to evaluate a promotion dossier in the context of mitigating circumstances. The holistic review considers *all elements* of the dossier, such as publications, invited lectures, patents, FDA approvals, teaching and mentoring, community service, and clinical work, as well as extramural funding.

It is important to note that COAP considers ALL sources of extramural funding, with peer-reviewed and investigator-initiated sources meriting greater attention than industry-directed projects. Societal and foundation sources of research support are likely to assume greater importance, especially if peer reviewed. Particularly helpful in these current times would be inclusion of "shots-on-goal" in the dossier, thus failed attempts should be listed in the grants "pending" pages, along with the outcome (scored or not) and subsequent disposition. For example, non-funded applications with a score that would have been funded a year or two ago, should be highlighted and the date of resubmission noted.

We have always encouraged faculty to articulate the impact of external forces on their productivity and trajectory in their dossiers. Given the current funding climate, we encourage faculty to include a "funding impact" statement if they have been so impacted. Impact statements can either be incorporated into the personal statement, in which case they will be seen by extramural consultants, or they can be submitted as an addendum to the personal statement, which will only be seen by COAP. The more of your story and situation you can include in your dossier, the more informed decisions we can make. Rest assured, we will continue to monitor the impact of the current climate on our faculty and work with the Dean's office to be as supportive as possible.

Sincerely,
PSOM COAP Co-Chairs