University of Michigan  
School of Dentistry

Jonathan A. Ship, associate professor of dentistry, with tenure, School of Dentistry, is recommended for promotion to professor of dentistry, with tenure, School of Dentistry. (See additional samples of this first paragraph at the end of this sample promotion recommendation.)

Academic Degrees:

B.A. 1980 University of Pennsylvania, Anthropology, Philadelphia  
D.M.D. 1984 University of Pennsylvania, School of Dental Medicine, Philadelphia

Professional Record:

1998 to present Program Director, Section of Geriatric Dentistry and Oral Medicine  
1995 to 1997 Director, General Practice Residency Program, School of Dentistry  
1995 to present Associate Professor, with tenure, Department of Oral Medicine/Pathology/Surgery, School of Dentistry  
1994 to present Faculty Associate, Institute of Gerontology  
1992 to 1998 Director, Hospital Dentistry and Chief, Section of Oral Medicine/Hospital Dentistry, Department of Oral Medicine/Pathology/Oncology  
1992 to 1995 Associate Professor (without tenure), Department of Oral Medicine/Pathology/Surgery  
1990 to 1992 Coordinator, Oral Medicine Training Program, National Institute of Dental Research, National Institutes of Health  
1989 to 1992 Senior Investigator, National Institute of Dental Research, National Institutes of Health  
1985 to 1987 Clinical Associate in Oral Medicine, University of Pennsylvania School of Dental Medicine

Summary of Evaluation:

Teaching: Jon Ship is an exceptionally gifted and innovative teacher. Whether it be in the clinic or the classroom, Dr. Ship has consistently demonstrated a methodical, demanding yet even-handed approach in the education of predoctoral and graduate dental students. What is most impressive about Dr. Ship’s teaching style is the supportive environment he creates for his students, the collegial atmosphere he fosters, and respect for learning he engenders. Evaluations from his students are routinely in the upper quartile for the overall course evaluation, and he is considered a truly outstanding teacher by his peers and senior faculty members in the department. Jon has demonstrated considerable initiative in the development of novel educational programs in geriatric dentistry for predoctoral dental students and is a highly sought-after participant in courses offered by other departments in the Dental School and the Medical School. Dr. Ship is currently developing a course in Oral Medicine that will be offered to students and residents at the University of Michigan Medical School during the coming year. He is a skilled mentor and continually encourages the participation of predoctoral dental students in his clinical research program. He has supervised the research experiences of numerous undergraduate and graduate students. To Dr. Ship’s credit, many have received awards.
recognizing the meritorious nature of their work. He adds considerable value to the teaching program of the department and the school.

**Research:** Dr. Ship has demonstrated excellence in his field regarding his scientific accomplishments to date and the “significant impact” his research has had on improving the oral health of the elderly. His is highly regarded among his peers in the field of geriatric dentistry. His publication record within his discipline is excellent. His primary research interest is on the effects of the aging process on the physiology of oral mucosal tissue, particularly as it relates to salivary gland function. He has established several novel approaches to the diagnosis and treatment of salivary disease in the elderly and has acquired sustained extramural support for his work. More recently, Dr. Ship has focused on developing new strategies to improve salivary gland flow in patients receiving radiation therapy from oropharengeal malignancy. His investigations into strategies designed to improve parotid gland function in irradiated patients using tissue-sparing radiation therapy shows great promise as a method of minimizing the damage associated with radiation-induced tissue destruction. He has conducted his work in a methodical, decisive manner. Although still early in his scientific career, he has already made important contributions to the field of geriatric dentistry. Dr. Ship certainly has the expertise to elevate his scholarship even further. As Jon’s research program continues to mature, I believe he will begin to publish in front-line medical journals, and combined with dental journals he will successfully secure substantial NIH support for his research program.

**Recent and Significant Publications:**


**SAMPLE PROMOTION RECOMMENDATION**

**Service:** Dr. Ship has been a productive and conscientious participant in the administrative service to the department and the school. The respect he has gained among his peers at the School of Dentistry is reflected in his recent election to the Appointments, Promotions, and Tenure committee. In addition, Dr. Ship has served as a member of the Graduate Studies Committee and has been a member of a number of faculty search committees. He is an active participant in several key committees at the hospital and has major administrative responsibility on national committees. Dr. Ship has played a major role in the department’s continuing educational program. He and Dr. Kenneth Shay conduct an annual course in geriatric dentistry that is recognized nationally as one of the most comprehensive of its type. Dr. Ship has established a strong reputation as a team player in the department, School and the University.

**External Reviewers:**

_Reviewer (A)_
“He has a reputation for conducting quality research, his presentations are always well attended, and he is constantly called on to participate in research symposia. Further, when you see articles in the geriatric literature that even touch on the subject of saliva, Jon’s research usually is referenced.” “From my viewpoint, Jon is a great role model for clinicians without a research degree that aspire to be successful in a research university.”

_Reviewer (B)_
“I believe his work in bringing basic science to the clinical arena is of considerable importance. I note his continuing track record and contributions to the literature and his continuing activity on review boards as well as his multi-dimensional role in patient care, administration and academics at the University of Michigan is exemplary.”

_Reviewer (C)_
“Further, within the Medical Center he has served as an important liaison between his college and Medical Center colleagues on a number of policy committees including the Women’s Health Program Planning Committee, Ambulatory Care Committee, Geriatrics Center Clinical Coordinating Committee, and the Comprehensive Cancer Center, reflecting his interests and expertise.”

_Reviewer (D)_
“From my perspective as a department chair and as a past residency program director, I have a strong sense of which individuals represent the current and future leaders in the field of oral medicine, and Jonathan is clearly in both of these groups.”

_Reviewer (E)_
“His work has expanded our understanding of the impact of aging on salivary gland function and the relationship of aging to oral health. This provides important background information for the oral health care of the elderly and the impact of their oral health on systemic health.”

_Reviewer (F)_
“Dr. Ship’s well-balanced academic profile, coupled with his personal characteristics of leadership qualities, high standards, dedication, ability to work with colleagues, and productive energies essentially guarantee even greater contributions in the future.”
**SAMPLE PROMOTION RECOMMENDATION**

**Summary of Recommendation:** Dr. Ship is a highly regarded clinician and educator who has made key contributions to developing a strong collaborative and interdisciplinary academic geriatric dentistry program at the University of Michigan. He is an accomplished investigator with an international reputation. Dr. Ship has inexhaustibly contributed to the teaching, research, service and patient care missions of the School and University. It is with the support of the Appointments, Promotions, and Tenure Committee and the Executive Committee that I recommend him for promotion to professor of dentistry, with tenure.

William E. Kotowicz  
Dean, School of Dentistry
SAMPLE FIRST PARAGRAPHS FOR THREE-PAGE RECOMMENDATIONS

Promotion from assistant professor to associate professor, without tenure:

Daniel Peters, assistant professor of biological chemistry, Department of Biological Chemistry, Medical School, is recommended for promotion to associate professor of biological chemistry, without tenure, Department of Biological Chemistry, Medical School.

Promotion from assistant professor to associate professor, with tenure:

Paul Chessman, assistant professor of internal medicine, Department of Internal Medicine, Medical School, is recommended for promotion to associate professor of internal medicine, with tenure, Department of Internal Medicine, Medical School.

Promotion from associate professor, without tenure, to associate professor, with tenure (granting of tenure only):

Mark Bloom, associate professor of information, without tenure, School of Information, is recommended for the granting of tenure to be held with his title of associate professor of information, School of Information.

Promotion from associate professor, without tenure, to professor, with tenure:

George Jackson, associate professor of anesthesiology, without tenure, Department of Anesthesiology, Medical School, is recommended for promotion to professor of anesthesiology, with tenure, Department of Anesthesiology, Medical School.

Promotion from associate professor, with tenure, to professor, with tenure:

Anthony Jones, associate professor of aerospace engineering, with tenure, Department of Aerospace Engineering, College of Engineering, is recommended for promotion to professor of aerospace engineering, with tenure, Department of Aerospace Engineering, College of Engineering.

Promotion in one school/college, but not the other (needs signature of both deans, or acknowledgement memo from second dean):

Jane Doe, associate professor of business economics, with tenure, School of Business Administration, is recommended for promotion to professor of business economics, with tenure, School of Business Administration (also associate professor of economics, without tenure, College of Literature, Science, and the Arts.)
**Promotion in two schools/colleges (needs signature of both deans):**

John Smith, associate professor of dentistry, with tenure, School of Dentistry, and associate professor of biological chemistry, without tenure, Medical School, is recommended for promotion to professor of dentistry, with tenure, School of Dentistry, and professor of biological chemistry, without tenure, Medical School.

**Promotion in two schools/colleges, but not the third (needs signature of all three deans, or signatures of two deans from promoting schools and acknowledgement memo from third dean):**

Jody Fisher, associate professor of English language & literature, with tenure, College of Literature, Science, and the Arts and associate professor of information, without tenure, School of Information is recommended for promotion to professor of English language & literature, with tenure, College of Literature, Science, and the Arts and professor of information, without tenure, School of Information (also associate professor of history, without tenure, College of Literature, Science, and the Arts).