

**University of Washington School of Medicine
Department of Laboratory Medicine
Criteria for Appointment and Promotion of Clinical Faculty, non-paid**

Clinical Instructor

Clinical Instructor will be the usual initial appointment. Eligibility for board certification in Clinical Pathology or evidence of special competence in one or more of the recognized subspecialties in Laboratory Medicine is required. A minimum expectation of involvement (e.g. 20 hours annually) in the service, teaching and/or research activities of the department is necessary for appointment as a Clinical Instructor.

Promotion beyond Clinical Instructor will depend on meeting the criteria for Clinical Assistant Professor. Time in rank alone is not sufficient for promotion.

Clinical Assistant Professor

Appointment or promotion to the rank of Clinical Assistant Professor will require board certification in Clinical Pathology or evidence of special competence in one or more of the recognized subspecialties in Laboratory Medicine, and evidence of substantial and sustained contributions to the field of Laboratory Medicine and the mission of the School. An example of these contributions would include a significant commitment (e.g. 40 hours or more annually) to the undergraduate and postgraduate teaching programs, research programs, and/or clinical laboratory activities of the Department.

Promotion to Clinical Associate Professor typically will be considered after 5 to 10 years in rank as Clinical Assistant Professor, although earlier promotion will be possible in exceptional circumstances.

Clinical Associate Professor

The rank of Clinical Associate Professor is reserved for those who have met the criteria established for Clinical Assistant Professor and who have distinguished themselves in the teaching, service or research programs of the Department and the School. The individual will be expected to make substantial contribution of time (e.g. 60 hours or more annually) to Departmental programs and will be recognized regionally or nationally for their contributions to the field of Laboratory Medicine or one of its recognized subspecialties. Scholarly contributions to the literature will be considered, but are not required at this rank.

Usual time in rank as Clinical Associate Professor is five years or more before consideration for promotion to Clinical Professor.

Clinical Professor

Appointment or promotion to the rank of Clinical Professor is reserved for those who have met the criteria for Clinical Associate Professor and who have achieved national or international recognition as a leader in the field of Laboratory Medicine or one of its recognized subspecialties. A record of distinguished accomplishment in teaching, scholarly publications, or service in national or international professional societies are examples of such recognition. Distinguished and substantial professional activity in teaching, research or service to the community and/or region over an extended period of time, and dedication to the programs of the Department and the School will be considered in exceptional cases.