

UNIVERSITY OF WASHINGTON
DEPARTMENT OF NEUROLOGICAL SURGERY

APPOINTMENTS AND PROMOTIONS CRITERIA

CLINICAL FACULTY NON-PAID

PROFESSIONALISM EXPECTATIONS

Professional behavior is expected of all members of the Department. Professionalism, as defined and described in the UW Medicine Policy on Professional Conduct, includes demonstrating excellence, integrity, respect, compassion, accountability, and a commitment to altruism. Faculty members in the Department are expected to demonstrate professionalism in all aspects of their work including everyday duties and responsibilities. For promotion to each successive rank in the Department, a faculty member is expected to grow in his or her fulfillment of this commitment and to be or become a role model for professionalism. Demonstrated growth in professionalism may occur in any aspect of a faculty member's work, including formal or informal leadership; mentoring; service activities for the Department, School or University; and the core activities of clinical care and research.

COMMITMENT TO EXCELLENCE AND EQUITY

In accord with the University's expressed commitment to excellence and equity, any contributions in scholarship and research, teaching, and service that address diversity and equal opportunity shall be included and considered among the professional and scholarly qualifications for appointment and promotion outlined below. The Department actively welcomes and encourages faculty from diverse backgrounds and is committed to diversity in the scholarship of discovery and integration.

1. General Criteria from the University of Washington Faculty Code

A clinical appointment in the appropriate rank is usually made to a person who holds a primary appointment with an outside agency or non-academic unit of the University, or who is in private practice. Clinical faculty makes substantial contributions to University programs through their expertise, interest, and motivation to work with the faculty in preparing and assisting with the instruction of students in practicum settings. Clinical appointments are annual; the question of their renewal shall be considered each year by the faculty of the department (or underdepartmentalized college or school) in which they are held.

2. School of Medicine Criteria

Clinical faculty appointments are renewed annually as provided in the *Faculty Code*, on the basis of continued involvement in the academic mission of the relevant departments of the School of Medicine, including teaching, research, patient care, or administration related to the relevant department's missions. At the time of initial appointment, the specific scope of

responsibilities will be established by mutual agreement between the clinical faculty member and the department. These mutually agree upon the basis for renewal or non-renewable of the clinical faculty appointment. Promotion decisions will be based upon the quality of an individual's contribution to the academic missions of the relevant department. Time in rank alone is not sufficient for promotion.

3. Clinical Instructor

Clinical instructor will be the usual initial appointment. To be eligible for this rank, the appointee must have completed formal training so as to be eligible for board certification or the equivalent. A minimum expectation of involvement (i.e. 50 hours per year) is necessary for appointment as a Clinical Instructor. Promotion beyond Clinical Instructor will depend on meeting the criteria for Clinical Assistant Professor.

4. Clinical Assistant Professor

Appointment or promotion to the rank of Clinical Assistant Professor will require sustained and substantial involvement in the mission of the Department and the School, which exceed the expectations for Clinical Instructor.

Board Certification in the relevant discipline (or an equivalent recognition) is required for appointment or promotion to the rank of Clinical Assistant Professor or above. In rare circumstances, because of unusual qualifications or experiences, the requirement for Board Certification or equivalent may be waived.

5. Clinical Associate Professor

The rank of Clinical Associate Professor requires sustained and significant contributions to the clinical, teaching, or research activities of the Department. Board Certification is a requirement for promotion to this rank. Scholarly contributions may be considered but are not required at this rank.

6. Clinical Professor

Appointment or promotion to this rank is based upon distinguished professional activity in teaching, patient care, and service to the community as well as dedication to the programs of the Department and the School of Medicine. Regional and national or international recognition, as evidenced by scholarly contributions, election or appointment to office in professional organizations, editorial based participation or participation in peer review processes and organizations is usually required for promotion to this rank.