

**UNIVERSITY OF WASHINGTON**  
**DEPARTMENT OF NEUROLOGICAL SURGERY**  
*APPOINTMENTS AND PROMOTIONS CRITERIA*

**Clinical Faculty 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. Regularly scheduled faculty reviews will include an evaluation for professionalism, and these reviews will be included in promotion materials for the departmental Appointments and Promotions Committee. Regular reviews will include input from the individual faculty member under review, as well as feedback from others including faculty colleagues and staff.

**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.

**CLINICAL INSTRUCTOR PAID**

1. Satisfactory completion of an ABMS approved or the equivalent Residency for a physician or non-physician.
2. Eligibility for ABMS certification or equivalent.
3. Possession of an unrestricted license to practice in Washington.
4. Clinical competence based upon letters of recommendation or observed practice activities by our faculty.

5. Written description of expected job activities at UW and the criteria for evaluation of performance in each aspect of job (clinical, administrative, and educational).
6. Two years of service at this level before consideration for promotion.

#### **CLINICAL ASSISTANT PROFESSOR**

1. Board certification or the equivalent for a physician or a non-physician.
2. Possession of an unrestricted license to practice in Washington.
3. Demonstrated competence in patient care and training of health care providers. (Department must have written criteria for evaluation of each aspect of expected activities.)
4. If originally appointed as Clinical Instructor, should serve two years in that capacity before promotion to this rank.
5. Reputation in community for clinical activities as demonstrated by two letters of reference.

#### **CLINICAL ASSOCIATE PROFESSOR**

1. Board certification or the equivalent for a physician or non-physician.
2. Possession of an unrestricted license to practice in Washington.
3. Peer and trainee evaluation as an excellent teacher.
4. Excellent clinical competence as judged by peers and referral physicians.
5. Regional recognition as a health care provider.
6. Participation in medical school, university or community activities beyond clinical practice and teaching.
7. Service as Clinical Assistant Professor for six year prior to promotion; exceptionally superior performance could result in earlier promotion.

#### **CLINICAL PROFESSOR**

1. Board certification or equivalent for a physician or non-physician.
2. Possession of an unrestricted license to practice in Washington.
3. Regional, national, and international recognition as a leader in professional discipline.
4. Local reputation for outstanding clinical competence.
5. Demonstrated leadership within department, hospital, or School of Medicine.
6. Demonstrated commitment to University and public service.
7. Service as Clinical Associate Professor for six years. A truly outstanding candidate could be considered earlier