

**UNIVERSITY OF WASHINGTON**  
**DEPARTMENT OF NEUROLOGICAL SURGERY**

*APPOINTMENTS AND PROMOTIONS CRITERIA*

**REGULAR FACULTY**

**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.

**ASSISTANT PROFESSOR**

Appointment to the rank of Assistant Professor requires completion of a doctoral degree (M.D., Ph.D., or equivalent). Faculty who will be participating in patient care must have completed residency training and be eligible for board certification prior to appointment or, equivalent clinical training to meet board certification requirements for foreign trained physicians. For those in non-clinician positions, post-doctoral training consistent with a commitment to an academic career is required for appointment at this rank.

## **ASSOCIATE PROFESSOR**

Appointment or promotion to the rank of Associate Professor requires documented success in teaching and research; patient care activities will also be evaluated when appropriate. Administrative leadership may also be considered, but is not required. In teaching and research, evidence of important scholarly contributions is essential. Such contributions should consist of, but are not restricted to, publications in peer-refereed journals. Educational and program development activities such as book chapters, review articles, CME courses, written or audiovisual education materials will also be considered, as well as the individual's involvement in teaching activities at the University of Washington (but not necessarily limited to the Department of Neurological Surgery). A record of successful grant funding will also be of considerable importance. For those involved in clinical teaching and patient care, student and peer evaluations documenting performance is required. Excellence in clinical care, teaching and administrative contributions will not substitute for scholarly contributions. For those involved in patient care, certification by the appropriate specialty board will be considered as important prior to promotion to this rank. The criteria for this rank are an extension of those elaborated above for Assistant Professor.

## **PROFESSOR**

Promotion or appointment to the rank of Professor requires outstanding, mature, currently active scholarship with evidence of national and/or international recognition for scholarly activities. Recognition for other than scholarly activities will not substitute for scholarship. The criteria for this rank are an extension of those elaborated above for Associate Professor.