

UNIVERSITY OF WASHINGTON

DEPARTMENT OF NEUROLOGICAL SURGERY

APPOINTMENTS AND PROMOTIONS CRITERIA

RESEARCH FACULTY

These are distinguished from professorial track appointments by the absence of expected teaching responsibilities; research faculty may contribute to teaching activities to the extent that time and interest permit.

PRESIDENTIAL EXECUTIVE ORDER No. 45

All members of the faculties must demonstrate scholarly ability and attainments. Their qualifications are to be evaluated on the quality of their published work, the range and variety of their intellectual interest, their success in achieving an appropriate level of independence and/or collaboration, their success as appropriate in securing external support, their success in training graduate and professional students in scholarly methods, their participation and leadership in professional associations and in the editing of professional journals, and their potential for continued success in scholarly attainments. Attainment may be in the realm of scholarly investigation and/or in the realm of constructive contributions in professional fields.

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.

RESEARCH ASSISTANT PROFESSOR

Appointment to the rank of Research Assistant Professor requires a doctoral degree (M.D., Ph.D., or equivalent) and a period of post-doctoral research experience consistent with a commitment to an academic career.

RESEARCH ASSOCIATE PROFESSOR

Appointment or promotion to the rank of Research Associate Professor requires documented substantial success in research as measured by the development of important new knowledge and its publication in refereed journals. Other scholarly contributions (as listed above for Associate Professor) may be considered but do not replace publication in refereed journals as the primary criterion. A successful record in obtaining grant funding for research will be of considerable importance.

RESEARCH PROFESSOR

Appointment or promotion to the rank of Research Professor requires outstanding and currently active mature scholarship manifested by publications in refereed journals sufficient to have established a national and/or international reputation. Such recognition may be documented by service on editorial boards, peer evaluation, study sections, invitations at meetings, symposia or other institutions of higher learning or special awards and recognitions.