

**UNIVERSITY OF WASHINGTON SCHOOL OF MEDICINE
DEPARTMENT OF PSYCHIATRY AND BEHAVIORAL SCIENCES**

**COURTESY CLINICAL FACULTY PATHWAY
GUIDELINES FOR APPOINTMENT AND PROMOTION
03/01/2019**

Clinical Instructor - Clinical Instructor will be the usual initial appointment. A minimum expectation of involvement (e.g. 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. Candidates should meet the professionalism expectations described below*. In addition, contributions addressing diversity and equal opportunity will be considered in appointment at this rank (see below)**.

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. An example of substantial involvement would be a contribution of more than 150 hours annually or equivalent effort.

In general, Board Certification in the relevant discipline (or an equivalent recognition) will be 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 will be waived. Candidates should meet the professionalism expectations described below*. In addition, contributions addressing diversity and equal opportunity will be considered in appointment and promotion to this rank (see below)**.

Clinical Associate Professor - The rank of Clinical Associate Professor is reserved for those who have made high quality contributions of a substantial nature (e.g. more than 150 hours annually or equivalent effort) to the mission of the Department and the School of over a prolonged period of time. Scholarly contributions to the literature will be considered, but are not required at this rank. Candidates should meet the professionalism expectations described below*. In addition, contributions addressing diversity and equal opportunity will be considered in appointment and promotion to this rank (see below)**.

Clinical Professor - Appointment or promotion to this rank is based on national or international recognition as a leader in the discipline as evidenced by accomplishments in teaching, scholarly publications, or service

in national or international professional societies. Distinguished and substantial (e.g. more than 150 hours per year) professional activity in teaching, patient care, 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. Candidates should meet the professionalism expectations described below*. In addition, contributions addressing diversity and equal opportunity will be considered in appointment and promotion to this rank (see below)**.

***Professionalism Expectations**

Appropriate professional behavior is expected of all members of the Department of Psychiatry & Behavioral Sciences. As described in the UW Medicine Policy on Professional Conduct, professionalism includes demonstrating excellence, respect, integrity, compassion, altruism, and accountability in all endeavors. Diversity of ideas, perspectives and experiences is integral to our mission. All individuals in our UW Medicine community are responsible for creating a welcoming and respectful environment where every person is valued and honored.

It is the policy and expectation of UW Medicine that all members of our community will conduct themselves in a professional manner in interactions with patients, colleagues in the University community, and the public. Leaders in our community are expected to model, promote, and advocate for a strong and visible culture of professionalism.

****Equity, Diversity, and Inclusion**

Consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, contributions in clinical care, teaching, research/scholarship, and administration/service that address diversity and equal opportunity shall be included and considered among the professional and scholarly qualifications for appointment and promotion at each rank in this faculty pathway.