

REGULAR FACULTY

The Department of Ophthalmology of the University of Washington School of Medicine is a community of scholars, dedicated to discovery, education, and service. The Department endeavors to promote the careers of its faculty who advance its mission of eliminating suffering from eye disease and vision loss.

The Department has a single ‘pathway’ on the regular faculty track. Faculty who are practicing clinicians are expected to contribute to the scholarship of discovery, the scholarship of teaching, and to provide patient care. Faculty will be deemed worthy of promotion through demonstration of excellence in two of these core areas, and evidence of substantial contribution in the third. For faculty not engaged in patient care, it is expected that they demonstrate excellence in both the scholarship of discovery and the scholarship of teaching. Additionally, it is expected that all faculty worthy of promotion will have shown substantial service to the Department, the school and/or University, to the professions of science and medicine, and to the community at large.

In accordance 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.

CORE AREAS

Excellence in the Scholarship of Discovery is manifest by: publications such as peer-reviewed journals, book chapters, web sites, journal and magazine articles, or other means of dissemination (particularly when the faculty member is first, corresponding, or senior author, and particularly where the journal is of high impact and/or the work is highly cited); successful patent applications or licensing of technologies; success in extramural research funding from national, state, and local sources (particularly as principal investigator (PI) co-PI, site PI, or key personnel); leadership in clinical trials (in which the faculty member has been involved in the design and/or analysis of trial results); innovation in teaching including development of novel curricula and teaching methodologies, particularly when such methods are independently validated; publication of scholarship including reviews, book chapters, web site, journal and magazine articles, or other means of dissemination; invited research presentations; local, national, and international honors and awards; and/or election to learned and honorary societies.

Excellence in Teaching is manifest by substantial success in teaching (both didactic and ‘hands on’); strong and positive critical assessment of teaching from students and/or trainees; leadership in administration of teaching including performance as course, clerkship, residency, or fellowship director; awards for teaching; and a record of invited teaching at local, national, and/or international venues. Mentoring is a critical activity, and is manifest by formally advising trainees (i.e. as research mentor); including mentees as co-authors on publications; providing career counseling for trainees; and/or receiving awards for mentoring activity.

Excellence in Patient Care is manifest by local, regional, and national reputation and referrals; evidence of substantial patient care activity (based on work RVUs or similar metrics); peer review of clinical practice; evidence of clinical leadership (such as service as clinical chief of service); evidence of high patient satisfaction; achieving and maintaining board certification by a member board of the American Board of Medical Specialties; absence of evidence of patterns of substandard care; evidence of unique clinical expertise; and/or evidence of innovation in care (such as introducing new techniques to the region).

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Service

- **To the department** includes committee service; holding leadership positions such as chief of local service, director of education, director of research, or similar departmental activities; and leadership of initiatives. It is recognized that some service commitments (such as chairing a committee) require more substantial commitment than others, and this will be recognized in judging the full promotion package.
- **To the school and University** includes serving on committees; serving in hospital and practice plan administration; or serving within the Dean's office in the medical school.
- **To the profession** includes serving regional, national, and international professional organizations and serving as reviewer, editorial board member, or editor of scholarly journals. Service to the community includes regional clinical or educational outreach; national service to patients; and international service.

ASSISTANT PROFESSOR

Appointment or promotion to the rank of Assistant Professor requires a doctoral degree (MD, PhD, or equivalent.) In all cases postdoctoral training and evidence of a commitment to an academic career is required. Appointees who are practicing clinicians will be certified or eligible for certification by a member board of the American Board of Medical Specialties.

ASSOCIATE PROFESSOR

Appointment or promotion at this level requires that faculty engaged in clinical care demonstrate excellence in two of the three core areas, and evidence of substantial contribution in the third, along with evidence of significant local and/or regional service. For faculty not engaged in patient care, it is expected that they demonstrate excellence in both the scholarship of discovery and the scholarship of teaching. Although the number of publications is not specified, a substantial record of publication is expected. Evidence of emerging regional reputation supported by external referees, is required for promotion to this level. Appointees who are practicing clinicians will be certified by a member board of the American Board of Medical Specialties.

PROFESSOR

Appointment or promotion at this level requires that faculty engaged in clinical care demonstrate sustained and extended excellence in two of the three core areas and substantial contribution to the third, along with evidence of significant national and/or international service and reputation. For faculty not engaged in patient care, it is expected that they demonstrate excellence in both the scholarship of discovery and the scholarship of teaching. Appointees who are practicing clinicians will be certified by a member board of the American Board of Medical Specialties.

EMERITUS

Emeritus status will be considered for a faculty member who has retired from regular service and whose scholarly, teaching activities and/or service record have been highly meritorious. These appointments will be reserved for those faculty who have made sustained and substantial contributions to the mission of the Department and the School. Emeritus title appointments require at least ten years of prior service and achievement at the rank of associate professor or professor.

All faculty in the Department of Ophthalmology are expected to exemplify professionalism as defined by the *UW Medicine Policy on Professional Conduct*. An assessment of professionalism will be a factor considered in performance reviews, salary adjustments and promotion to successive ranks in the Department.