

**Guidelines for Appointment or Promotion to Assistant Professor of
Orthopaedics and Sports Medicine**

Appointment to the rank of **Assistant Professor** requires completion of clinical training to meet the requirements for the American Board of Orthopaedics Surgery or a Doctoral Degree with substantial research experience. Appointment to this rank demonstrates a clear commitment of the individual to a career in Academic Orthopaedics. Individuals being proposed to the rank of Assistant Professor should provide evidence of a commitment to scholarship (including research and teaching). Physicians must demonstrate excellence in their practice and show integrity, respect, compassion, accountability and a commitment to altruism in their professional conduct. In addition, consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, contributions in scholarship, teaching, and service that address diversity and equal opportunity should be included among the professional and scholarly qualifications for appointments and promotion outlined below.

Clinician Teacher Track: The Department of Orthopaedics and Sports Medicine does not currently utilize such a track.

**Guidelines for Appointment or Promotion to Associate Professor of
Orthopaedics and Sports Medicine**

The candidate for promotion should have a record of meaningful contributions to the Department, School of Medicine and the University. For a new appointee, evidence of analogous contributions at a comparable institution is expected. In addition, the following guidelines should be met. While exceptions may be considered based on unusual strength in certain dimensions, these exceptions should be rare. Please note that the Department of Orthopaedics and Sports Medicine does not sue the clinician teacher pathway. All candidates are evaluated by their overall contributions to the School of Medicine and the Department. In addition, consistent with the University's and Department's commitment to excellence, equity, diversity, and inclusion, any contributions to scholarship, teaching, and service that address diversity and equal opportunity should be included among the professional and scholarly qualifications for appointments and promotion outlined below.

- I. **Scholarship:** The individual must have made important scholarly contributions to his or her field as documented by:
 - a. Major articles published or accepted by high quality peer-reviewed journals.
 - b. Book chapters, review articles and other educational and program development materials (e.g., CME courses) will be considered.
 - c. Evidence that the candidate is viewed as a scholar and respected authority by peers in his/her field, for example:
 - i. Presentations at meeting of learned societies.
 - ii. Outside funding for research.
 - iii. Letters from disinterested national reviewers indicating substantial contributions to the field (for promotion only).

- II. **Teaching:** Excellence in teaching is indicated by:
 - a. A record of substantial teaching in local and national courses.
 - b. Satisfactory teaching evaluations by those being taught, as well as by peers.
 - c. Supportive letters from students, residents, and physician registrants in CME courses.

- III. **Clinical Care:** Excellence in clinical care is indicated by:
 - a. Appropriate specialty board certification.
 - b. A significant clinical work load.
 - c. Good clinical results.
 - d. Garnering of a substantial referral practice.
 - e. Excellent collegial relationships.
 - f. Supportive letters from medical directors, colleagues and referring physicians.
 - g. Regular participation in departmental clinical conferences and quality assurance meetings.

- IV. **Professionalism:** Physicians must demonstrate excellence in their practice and show integrity, respect, compassion, accountability and a commitment to altruism in their professional conduct.

- V. **Administrative Leadership:** May also be considered but is not required.

- VI. **Community Service:** May also be considered.

Guidelines for Appointment or Promotion to Professor of Orthopaedics and Sports Medicine

The candidate for promotion should have a record of meaningful contributions to the Department, School of Medicine and the University. Specifically, the candidate needs to have demonstrated substantial and sustained commitment of the highest quality to the cohesiveness, collaboration, harmony and excellence of the Department. Regular and positive participation in conferences and other academic activities of the Department is essential. For a new appointee, evidence of analogous contributions at a comparable institution is expected. In addition, the following guideline should be met. Exceptions may be considered on unusual strength in certain dimensions, although these exceptions will be rare. In addition, consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, contributions in scholarship, teaching, and service that address diversity and equal opportunity should be included among the professional and scholarly qualifications for appointments and promotion outlined below.

Please note that the Department of Orthopaedics and Sports Medicine does not use the clinician teacher pathway.

- I. **Scholarship:** The individual must have made important scholarly contributions to his or her field as documented by:
 - a. Major articles published or accepted by high quality peer-reviewed journals. First authorship or senior authorship is expected on a substantial number of these. Case reports and publications in non peer-reviewed journals carry less weight. Education and program development activities, book chapters, review articles, courses and other education materials are considered as well.
 - b. Evidence that the candidate is viewed nationally and internationally as a scholar and respected authority by peers in his/her field, for example:
 - i. Invited authorship in major texts.
 - ii. Requested presentations at meeting of learned societies (national and international).
 - iii. Guest lectureships (national and international).
 - iv. Committee positions in national and international organizations.
 - v. Awards from peer organizations.
 - vi. Funding for research from competitive sources.
 - vii. Letters from disinterested national and international reviewers indicating substantial contributions to the field (for promotion only).
 - viii. Membership on editorial boards.
- II. **Local Leadership:** The individual must have provided substantial leadership at the Department, School of Medicine and University levels as documented by activities such as:
 - a. Committee chairships/memberships (Department, Medical Center, School, University)
 - b. Special organizational activities
 - c. Mentorship of junior faculty
 - d. Promotion of relationships with the local and regional community
 - e. Dedication to the missions of the University of Washing
- III. **Teaching:** It is important that the quantity of teaching is sustained and documented.
 - a. Substantial teaching in local and national courses.
 - b. Satisfactory teaching evaluations by those being taught, as well as by peers.
 - c. Supportive letters from students and peers

- IV. **Clinical Care:** Excellence in clinical care is indicated by:
- a. Appropriate specialty board certification.
 - b. A significant clinical work load.
 - c. Good clinical results.
 - d. Garnering of a substantial referral practice.
 - e. Excellent collegial relationships.
 - f. Supportive letters from medical directors, colleagues and referring physicians.
 - g. Regular participation in departmental clinical conferences and quality assurance meetings.
- V. **Professionalism:** Physicians must demonstrate excellence in their practice and show integrity, respect, compassion, accountability and a commitment to altruism in their professional conduct.
- VI. **Administration:** It is expected that the individual will have a documented record of sustained contribution to the administrative activities in the Department.
- VII. **Program Development:** The individual must have played a major role in the development of the academic and/or clinical programs of the Department.
- VIII. **Community Service:** May also be considered.