

## **CRITERIA FOR APPOINTMENT OR PROMOTION IN THE RESEARCH TRACK**

### **Department of Neurology, University of Washington, Seattle, WA**

#### **INTRODUCTION**

The Research track is for academic scientists in the Research track for whom the majority of their academic time is spent in research. Teaching is encouraged but not required.

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.

#### **GENERAL CRITERIA**

Faculty in the Research track devote the majority of their effort to scholarship. Other professional activities may include teaching. The scholarly focus for faculty in this track is the scholarship of investigation and discovery.

#### **APPOINTMENT CRITERIA**

##### **Research Assistant Professor:**

Entry level for faculty appointment in the Research track is usually at the Assistant Professor rank. At the time of appointment, Research Assistant Professors will have demonstrated clear potential for and commitment to an academic career in a focused research area. There should be evidence of original scholarship. Generally, the appointee will have authored original, peer-reviewed publications of substantial merit and have several published works. In addition, the individual will likely have obtained some extramural funding for their research or career development such as a NIH K award or equivalent.

Key Criteria for Appointment to Research Assistant Professor:

- Doctoral degree (M.D., Ph.D., or equivalent) and a period of post-doctoral research experience sufficient to show a clear commitment to a research career.
- Substantial research experience.
- Authorship of several original, peer-reviewed publications of substantial merit.

The initial appointment term is ordinarily for three academic years. In the second academic year, Research Assistant Professors are evaluated for a second three-year term as Research Assistant Professor by the eligible voting faculty within the Department.

The policy and expectation of UW Medicine and the Department of Neurology is that all faculty conduct themselves with professionalism, dignity, and respect in their interactions with patients, students, members of the public, and each other, as outlined in the UW Medicine Policy on Professional Conduct. Professionalism includes demonstration of excellence, integrity, respect, compassion, accountability, and a commitment to altruism in all our work interactions and responsibilities.

**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. The quality of an individual's peer reviewed publications and evidence of sustained, ongoing extramural funding are major factors considered for appointment or promotion to Research Associate Professor. Other scholarly contributions, including excellence in teaching and leadership in administration may be considered, but do not replace publication in refereed journals and evidence of sustained, ongoing funding as the primary criteria. Individuals may make prolonged, respected, and important contributions to the missions of the school and the department without fulfilling the criteria for professorship.

Key criteria for appointment and promotion to Research Associate Professor:

- Exhibits professionalism.
- Significant accomplishment in an area of research and evidence of independent investigation.
- Emerging national recognition for his/her scholarship.
- Ongoing, sustained extramural funding.

**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 for the individual to have established a national/international reputation for excellence in their field. The quality, significance and impact of the candidate's research will serve as important criteria for the rank of Research Professor. Recognition may be documented by peer evaluation, and by activities such as service on editorial boards and national research review boards, invited presentations, and special awards and recognitions. Continued independent extramural research funding is expected. Excellence in teaching and administration are considered, but do not replace other criteria as specified.

Key criteria for appointment and promotion to Research Professor:

- Exhibits professionalism.
- Outstanding, mature scholarship with significant, sustained scholarly productivity.
- Sustained, ongoing research funding.
- National/international recognition as an expert in his/her research field.

**Emeritus:**

Emeritus status will be considered for a Research faculty who has retired and whose scholarly record has been highly meritorious. Emeritus appointments will be reserved for those Research faculty who have made sustained and substantial contributions to the missions of the Department and the School. In general, Emeritus appointments will require at least ten years of prior service at the UW and achievement of the rank of Research Associate Professor or Research Professor.

## **EVALUATION CRITERIA**

### **1) Professionalism**

Professional behavior is a requirement for appointment and promotion. Expectations include the following:

- Treats colleagues, trainees, patients, staff, and others with respect and fairness.
- Committed to honesty and transparency and encourages trust in all interactions.
- Works effectively as a team member who is accountable to others, addresses unprofessional behavior, and is considered fair.
- Responsibility as a leader and positive role model.
- Understands own limitations and is willing to accept feedback and make needed corrections.
- Manages conflicts of interest and demonstrates an ethical commitment to the profession and the University.
- Sensitive and respectful of diversity including other's culture, age, gender, and disabilities.
- Contributes to a culture of safety, including encouraging others to express concerns.
- For faculty engaged in research: unbiased acquisition, evaluation, and reporting of scientific information; protection of human subjects; intellectual integrity; and adherence to University research regulations and principles of authorship.
- Excellent citizenship that may include administrative contributions, attending Departmental activities and conferences or supporting the academic mission in other ways.

### **2) Evaluation of Scholarship**

The criteria by which scholarship/research productivity may be evaluated are:

- Number and quality of research publications, including first author, senior author and contributory author work. Greater consideration is given to quality (e.g. "high-impact" journals; seminal publications; degree of innovation) than to number of publications.
- Extramural research funding, including dollar amounts, extent, duration, number of grants, and sources of funding.
- Professional and/or public impact of work and national or international reputation (e.g., elected membership in professional and research societies, editorial boards, presentation of papers, participation in consensus panels, study sections, invited lectures, and visiting professorships).

## **OTHER**

### **Self-Assessments**

As part of the promotion packet, the faculty member describes the following:

- Research activities: The focus of his/her scholarly activities and the impact of his/her original contributions to their field.
- Teaching: His/her teaching/mentoring philosophy and teaching/mentoring responsibilities and goals.