

RESEARCH FACULTY

Appointments in the research professorial track are distinguished from the professorial track by the absence of expected teaching responsibilities; research faculty may contribute to teaching activities to the extent that time and interest permit. Faculty members with research professorial appointments do not participate in patient care.

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.

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
- Election to learned and honorary societies

OTHER AREAS THAT MAY BE CONSIDERED:

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 or training grant 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.

Service to the department includes committee service; holding leadership positions such as 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.

Service to the school and University includes serving on committees or serving within the Dean's office in the medical school.

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Service 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 and international service.

RESEARCH ASSISTANT PROFESSOR

Appointment to the rank of Research Assistant Professor requires a doctoral degree (MD, PhD, or equivalent) and a period of postdoctoral research experience consistent with a commitment to an academic career.

RESEARCH ASSOCIATE PROFESSOR

Appointment or promotion to the rank of Research Associate Professor requires that faculty demonstrate excellence in the scholarship of discovery. Although the number of publications is not specified, a substantial record of publication is expected. Documentation is measured by the development of important new knowledge and its publication in refereed journals. Other scholarly contributions may be considered but do not replace publication in refereed journals as the primary criterion. It is required that the appointee must be first correspondent or senior author on a substantial proportion of these publications. A successful record in obtaining grant funding will be of considerable importance. Research achievement as evidenced by both publications and grant funding should demonstrate independence of other principal investigators. Evidence of emerging regional reputation supported by external referees, is required for promotion to this level.

RESEARCH PROFESSOR

Appointment or promotion to the rank of Research Professor requires outstanding mature scholarship manifested by first- or senior-authored publications in refereed journals sufficient to establish a national or international reputation. Such recognition may be documented by service on editorial boards, study sections, and other peer review groups; by invited presentations at meetings, symposia, and other institutions of higher learning; by receipt of special awards and honors; and by election or appointment to office in learned societies. Other criteria for this rank are an extension of those described for appointment and promotion to the rank of Research Associate Professor.

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.

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