

DEPARTMENT OF BIOLOGICAL STRUCTURE APPOINTMENT AND PROMOTION CRITERIA

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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.

REGULAR TRACK

ASSISTANT PROFESSOR

Appointment to the rank of Assistant Professor requires completion of a doctoral degree, substantial research experience, and promise as a successful researcher and educator. A period of postdoctoral training to provide research skills suitable to initiate an independent research career is expected. Appointment to this rank carries the expectation of a clear commitment of the individual to an academic career.

ASSOCIATE PROFESSOR

Appointment or promotion to the rank of Associate Professor requires a substantial record of accomplishment in teaching and research. The individual shall have made important scholarly contributions in his/her field as measured by the development of new knowledge. A reasonable number of publications in refereed journals, a record of external funding, and documentation of national recognition in his/her field are required. Other scholarly contributions will be considered in evaluation including textbooks, reviews, software and tool development, and educational materials. Evidence of service commitment in the activities of Department, School or University, or in the national scientific community, is expected, but in itself is not sufficient for promotion to this rank. In unusual cases, an outstanding record in one of these activities may be considered sufficient.

PROFESSOR

Appointment or promotion to the rank of Professor requires evidence of excellent contributions in research and teaching, and significant contributions in service. An individual may be outstanding in either teaching or research, but must be competent in the other two fields. Outstanding teaching alone must be accompanied by national recognition of scholarly contributions to education in his/her teaching area. In research, the individual must have made scientific contributions that constitute a major body of work that has significantly advanced the field of scientific inquiry in which he/she is involved. This research must be documented by quality peer-reviewed publications, and by evidence of a national or international reputation, such as invitations to speak at scientific meetings or to present seminars at other institutions; invitations to write extensive reviews of his/her field; participation on national scientific review panels; and/or participation on editorial boards.

PROFESSORIAL TEACHING TRACK

ASSISTANT TEACHING PROFESSOR

This is a purely instructional role and persons are to have extensive training, competence, and experience in their discipline. Participation in medical and health sciences curriculum, along with the design of that curriculum is expected.

ASSOCIATE TEACHING PROFESSOR

A person at the rank of Associate Teaching Professor displays excellence in instruction and scholarship as demonstrated by exemplary success in curricular design and implementation, student mentoring, and service to the department, school/college. Additional examples of scholarship can include (1) Authoring/co-authoring textbooks; (2) Authoring open source resources for students and/or faculty to support teaching/learning; (3) Developing new or revising current courses and demonstrating integration of new pedagogical methods or new evidence into course objectives, content and/or evaluation; (4) Developing or re-envisioning curriculum in own unit or in collaboration with other units.

TEACHING PROFESSOR

Teaching Professor is an instructional title that may be conferred on persons whose excellence in instruction is demonstrated by outstanding success in curricular design and implementation, student mentoring, and service and leadership to the department, school/college, University, and field. In addition to the evidence of scholarship expected for an Associate Teaching Professor, the promotion to Teaching Professor could include (1) Presentation at national meetings of teaching in specialty; (2) Participating as principal investigator or co-investigator on grants focused on education in specialty; (3) Serving as a peer reviewer for disciplinary or education journals; (4) Serving as a conference planning committee member for disciplinary teaching; (5) Participation in regional or national task forces on education in area of focus (Invited talks or consultation at other educational institution).

ACTING APPOINTMENTS

There are two types of Acting Appointments the Department considers: Acting Instructor and Acting Assistant Professor. The latter title is senior in rank. Initial appointment is for a 1 year duration with the option to renew for a maximum of 4 years for each appointment, with a total limit of 6 years in any acting position. Progression from AI to AAP is allowed but the reverse is not. In most cases, Acting Appointments will be made for individuals working with a Departmental faculty mentor. The mentor will be involved in the career development of the candidate and allocation of resources such as, but not limited to, funding and space allocations.

ACTING INSTRUCTOR

The position of Acting Instructor requires an advanced degree (MD, PhD or equivalent) and completion of postdoctoral training. As defined by UW Faculty Code 24-34.B.7, Acting Instructors are in a temporary transition period between post-doctoral training and mentoring and entry into the professorial ranks. Acting instructors are expected to take an active role in the design of an independent research program, including developing applications for independent funding.

ACTING ASSISTANT PROFESSOR

Acting Assistant Professors will be expected to demonstrate greater independence in research design and execution, and assume lead roles in publishing and in applications for funding (e.g. Co-I, co-PI, PI). The department also expects that Acting Assistant Professors play a more substantial role in the Department's research, teaching and/or service activities than do Acting Instructors. The Department recognizes that the emphasis of the applicant's activities should be on career and professional development, but the activities undertaken by Acting Assistant Professors should expand on those carried out by Acting Instructors. Acting Assistant Professors are expected to present a departmental seminar. A few examples of other appropriate activities include a) participation in organizing and directing laboratory journal clubs, b) participation in Departmental activities such as assistance in organizing trainee symposiums/workshops and symposiums, or the Departmental Retreat, and c) participation in mentoring or teaching. Acting Assistant Professors will not be required to fulfill each of these example responsibilities, and neither are they limited to them. The expectation is that Acting Assistant Professors will gain the training and skills in preparation for full independence as Assistant Professors in the future.

Appointments will be based on the need for candidates to complete projects, publish papers and in general, strengthen their package for success in the job market. Clear articulation of future career plans are expected. Candidates at the Acting Instructor level will be expected to extend their research training beyond that expected for a Postdoctoral Scholar, and this might include mentoring junior lab members, and applying for independent funding. Acting Assistant Professors will be expected to show evidence of increasing independence

RESEARCH TRACK

RESEARCH ASSISTANT PROFESSOR

Appointment to the rank of Research Assistant Professor requires completion of a doctoral degree, and substantial research experience. A period of postdoctoral training to provide research skills suitable to initiate an independent research career will be expected. Appointment to this rank carries the expectation of a clear commitment of the individual to an academic career.

RESEARCH ASSOCIATE PROFESSOR

Appointment or promotion to the rank of Research Associate Professor requires a substantial record of accomplishment in research. The individual shall have made important scholarly contributions to the research as measured by the development of new knowledge and a reasonable number of publications in refereed journals, and a record of external funding. Other scholarly contributions which will be considered in appointment or promotion are texts, reviews, and computer programs or other software, but these alone will not replace publication in refereed journals. Contributions to the teaching mission of the department will also be considered, but are not required.

RESEARCH PROFESSOR

Appointment or promotion to the rank of Research Professor requires evidence that the individual has made outstanding contributions to research that significantly advance the field of scientific inquiry in which he/she is involved. This must be documented by a significant number of peer-reviewed publications, and by evidence of a national or international reputation such as invitations to speak at scientific meetings or to present seminars at other institutions: participation on national scientific review panels; invitations to write extensive reviews of his/her

field; and/or participation on editorial boards. Contributions to the teaching mission of the department will also be considered, but are not required.