

University of Washington Department of Surgery Research Faculty: Criteria for Appointment and Promotion

Approved August 2023

The University of Washington Department of Surgery Mission Statement:

The Department of Surgery will provide compassionate and high quality patient care, train future generations of surgical leaders and conduct research in a collegial environment which embraces diversity and promotes inclusiveness.

Introduction

An individual being considered for appointment to the Department of Surgery or a faculty member who is being considered for promotion in the Department as a research faculty member must meet the criteria for the proposed rank as set forth below. The eligible voting faculty shall take into account the value the Department places upon contributions to research. In addition, consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, contributions in scholarship and teaching that address diversity and equity should be included among the professional and scholarly qualifications for appointments and promotion outlined below.

Faculty appointed to this track will have no clinical responsibilities. Individuals in this track may have responsibility for teaching laboratory skills, but their main emphasis is research, and they will normally be supported by external granting agencies. Research faculty may engage in classroom teaching, but are not required to do so. They are, however, expected, if not participating in classroom teaching, to engage in out-of-classroom teaching and mentoring on a regular and continuing basis. This would involve teaching and mentoring of research procedures and skills to residents, fellows, or other faculty. Research faculty members are expected to provide evidence of a commitment to trainee learning and competence in their field of instruction. This will be assessed through evaluations provided by faculty equal and senior in rank and by trainees.[†]

All faculty members in the Department of Surgery are expected to exhibit professionalism as a part of their duties and responsibilities, and in order to be eligible for appointment and promotion. As described in the UW Medicine Policy on Professional Conduct, professionalism encompasses a commitment to excellence, humanism, accountability, and altruism. Faculty members in the Department are expected to demonstrate professionalism in all aspects of their work including everyday duties and responsibilities. For promotion to each successive rank in the Department, a faculty member is expected to grow in their fulfillment of this commitment and to be or become a role model for professionalism. Demonstrated growth in professionalism may occur in any aspect of a faculty member's work, including formal or informal leadership; mentoring; service activities for the Department, School or University; and the core mission activities of teaching and research, including, if applicable, engagement in activity designed to remove barriers and increase participation by groups historically under-represented in higher education^{*}. Annual or semiannual faculty reviews will include an evaluation for professionalism, and these reviews will be included in promotion materials for the departmental Appointments and Promotions Committee.^{*} 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 see accompanying sample letters requesting evaluation of teaching from students, residents, and postdoctoral fellows and requesting evaluation of teaching and research accomplishments from peers in the discipline.

^{*} Please see accompanying document, University of Washington Department of Surgery "Ethics and Professionalism Review."

Evaluation of research productivity for the purposes of promotion may include, among other things:

- A publication record that includes contributions as first/senior author. Quality of the publications in high-impact journals is equally or more important than quantity.
- Service as a Principal Investigator on funded grants and contracts.
- Positive evaluation of research productivity, quality and impact in letters from independent, recognized experts in the candidate's research area.
- Evidence of the impact of the researcher's work as evidenced by the number of citations found through ISI Web of Science[†] or similar sources.
- Awards received in recognition of outstanding research.
- Published evaluations of the research in book reviews or other forms.
- Membership on study sections, scientific reviews and editorial boards. These accomplishments would apply primarily for promotion to research professor.
- Major scientific contributions to research in other laboratories. When this work is not performed as principal investigator, a statement of the candidate's role on the design and conduct of the research should accompany the promotion packet.
- Publication and other contributions discussing access to medical care by underserved or minority populations and recruitment of minorities for training and research.

Diversity, Equity and Inclusion

All faculty are expected to actively participate in creating an inclusive, diverse, and equitable culture within the University of Washington. Contributions in scholarship and teaching that address diversity, equity, and inclusion (DEI) should be included and be given due recognition in the academic advancement process. These achievements can take a variety of forms and include:

- A statement on their philosophy regarding DEI and long term goals in this area.
- Public service and outreach through the University of Washington and professional societies that addresses the needs of DEI locally, regionally or nationally.
- Scholarship through contributions either printed or electronic in research and include peer review publications, grant funding, books/book chapters, monographs, electronic publications.
- Research that discovers, documents, and addresses health disparities in vulnerable and disenfranchised populations; research in education focusing on best practices to promote DEI and development of core curriculum.
- Committee Service: Serving on diversity committees at any level (national, department, division); implementing, creating, and disseminating best practices to promote equal opportunity, diversity, equity, and inclusion.
- Documentation of Honors and awards recognizing contributions to DEI.
- A record of peer evaluation in DEI work through a formal process and format/form.

These contributions towards promoting DEI will be considered in the advancement process and will be evaluated similarly to other areas of research, scholarship, and teaching. Because achievements in the DEI space may occupy other sections of the CV, it is acceptable that they be listed in both areas.

Research Assistant Professor

A candidate for Research Assistant Professor is expected to have completed their clinical or doctoral training. Such individuals will typically have published papers as first author in refereed journals. Initial appointments are ordinarily for a three-year term. In the second year, faculty at the rank of Associate and full Professor evaluate the candidate's performance and vote on reappointment to a second three-year term. A person may remain as a Research Assistant Professor for six years.

Research Associate Professor

Review for promotion occurs by the sixth year after appointment as Research Assistant Professor.

Individuals in this track must have developed independence in research endeavors, usually demonstrated by appropriate manuscripts in peer-reviewed journals and successful competition for independent funding. Their academic productivity must be comparable to that of their academic peers in their basic science partner discipline. Evidence of regional and national recognition is expected.

Research Professor

It is recognized that the rank of Research Associate Professor is an honorable one and that not all faculty members may be promoted to Research Professor.

A candidate must demonstrate outstanding, mature scholarship. Such an individual will be distinguished by a substantial record of investigation leading to significant advances in his/her field, and must have achieved national and/or international recognition for these accomplishments. Their academic productivity must be the equivalent of others suitable for promotion in their basic science partner discipline. This would typically be demonstrated by letters from Professors or scientists of equivalent rank in the candidate's partner discipline, both within and outside the University of Washington.

Modified June 15, 2023