

## Department of Genome Sciences

### CRITERIA FOR APPOINTMENT AND PROMOTION IN THE REGULAR AND RESEARCH FACULTY RANKS

Adopted November 2001

Amended June 2012

#### ASSISTANT PROFESSOR

Criteria for appointment of the position of Assistant Professor include a good record of research accomplishment during graduate school and during the tenure of one or more postdoctoral appointments. The candidate should be able to provide evidence of expertise in some area of research relevant to genome sciences, together with first authored papers of substantial merit in critically reviewed journals. There should be a high degree of promise for independent scholarship achievement. The initial appointment will normally be for a period of three years.

#### ASSOCIATE PROFESSOR

The criteria for promotion to Associate Professor include continued scholarly achievement as evidenced by an excellent publication record, evidence of teaching effectiveness as evaluated by faculty peers and by students, and a record of service to Departmental needs in committees and administration. Participation in school-wide and University-wide committees, as well as professional service to the community at large, will also be favorably recognized. Most importantly, the candidate will be expected to have achieved a national reputation as indicated by letters of support from notable scholars outside the University.

#### PROFESSOR

The criteria for promotion to Professor include those listed above for promotion to Associate Professor. In addition, the candidate will be expected to have achieved a solid national/international reputation for contributions to scholarship, as evidenced by letters of support by scholars outside the University. It will be expected that the candidate's scholarly contributions will be recognized as having significantly advanced the field in which the candidate works.

#### RESEARCH ASSOCIATE

The title of Research Associate will be conferred on individuals who currently function in positions designated as postdoctoral fellowships. Criteria for appointment at the rank of Research Associate include the holding of an advanced degree, either the M.D. or Ph.D., and evidence of research achievement or promise during the period of graduate study. Appointment as a Research Associate will be for a period of one, two or three years, but in no case for more than six years. A national search is not ordinarily required for this position, but if a search is not conducted, the Research Associate will not be eligible for promotion to other research positions. However, the individual may compete for such a position, which is open and nationally advertised. A Research Associate may not be a P.I. on a grant or contract and may not be a member of the graduate faculty.

#### RESEARCH ASSISTANT PROFESSOR

The criteria for appointment to the position of Research Assistant Professor are very similar to those for appointment at the level of Assistant Professor. Although Research Assistant Professors may do some teaching, it is not expected that the teaching load will be as heavy or as consistent as that of an Assistant Professor. A Research Assistant Professor will ordinarily occupy space assigned to a regular faculty member. The initial appointment will normally be for

a period of three years. After a thorough review conducted during the Spring Quarter of the second year of the initial three-year appointment, a second three-year appointment may be made. Mandatory review for promotion or nonrenewal must be made in the sixth year of appointment.

#### RESEARCH ASSOCIATE PROFESSOR

The criteria for promotion to this position are similar to those for promotion to Associate Professor. However, attention will be focused more on research productivity and grant and contract support, and much less on teaching effectiveness and service to the Department. A Research Associate Professor will ordinarily occupy space assigned to a regular faculty member. Appointments to this title may be for up to five years and renewal decisions must be made in the Autumn Quarter of the last year of the appointment period.

#### RESEARCH PROFESSOR

Appointment to the rank of Research Professor will use criteria very similar to those for appointment to the position of Professor. As with the position of Research Associate Professor, attention will be focused more on research productivity and grant and contract support and less on teaching effectiveness and service to the Department. A Research Professor will ordinarily occupy space assigned to a regular faculty member. Appointments to this rank may be made for up to five years and renewal decisions will be made in the Autumn Quarter of the last year of the appointment period.

#### PROFESSIONAL CONDUCT

All criteria for appointments and promotions carry with them the expectation of adherence to the UW Medicine Policy on Professional Conduct regarding ethical and professional behavior in dealings with colleagues, students, employees and administrators.