

## **Department of Genome Sciences**

### **FACULTY CRITERIA FOR APPOINTMENT AND PROMOTION**

Adopted November 2001

Amended August 2022

Approved October 2022

#### **PROFESSIONAL CONDUCT (All ranks)**

All criteria for appointments and promotions carry with them the expectation of adherence to the UW Medicine Policy on Professional Conduct (<https://www.uwmedicine.org/about/policy-on-professional-conduct>) regarding ethical and professional behavior in dealings with colleagues, students, employees and administrators. The Department of Genome Sciences (GS) is committed to upholding the UW Medicine Policy on Professional Conduct. Behavior in violation of laws or rules regarding discrimination, harassment, or professional ethics, as well as disrespectful, demeaning, retaliatory, or disruptive behavior, is considered grounds for a negative annual review and will be considered in the appointments and promotions process. Faculty who act as positive role models to colleagues and trainees by addressing unprofessional behavior and actively modeling self-reflection in response to challenging interactions with peers, trainees, and staff will be favorably recognized for these efforts when being considered for promotion.

#### **DIVERSITY AND EQUITY (All ranks)**

The Department of Genome Sciences is committed to creating an environment that is welcoming and inclusive. Our goal is to foster a place of learning and working where all members can thrive and where diversity is recognized and celebrated. Consistent with the University's expressed commitment to diversity, equity, and inclusion, 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.

#### **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 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.

## ASSISTANT TEACHING PROFESSOR

The criteria for appointment to the position of Assistant Teaching Professor requires a demonstration of teaching ability and disciplinary background enabling effective teaching in areas relevant to genome sciences that, together, provide promise of a successful teaching career.

## ASSOCIATE TEACHING PROFESSOR

The criteria for promotion to the position of Associate Teaching Professor requires a record of excellence in instruction as well as sustained evidence of scholarly activity. Beyond publishing research or education articles in peer reviewed journals, scholarship may include but is not limited to: introduction of new knowledge or methods into course content; creation or use of innovative pedagogical methods; development of new courses, curricula, or course materials; participation in professional conferences; evidence of student performance; receipt of grants or awards; contributions to interdisciplinary teaching; participation and leadership in professional associations; or significant outreach to professionals at other educational institutions. While they may choose to do so through publication, such publication shall not be required. Departmental service including student mentoring and educational leadership and service are expected.

## TEACHING PROFESSOR

The criteria for promotion to the position of Teaching Professor requires a record of excellence in instruction as well as continued evidence of scholarly activity, which can include published works or the other activities listed for Associate Teaching Professor and which advance the field. Departmental service including student mentoring, and service and leadership to the department, School and University are expected.