

University of Washington  
Department of Radiology

**Guidelines for Appointment and Promotion  
Research Track**

**Overview:**

Radiology research faculty will be permitted and generally expected to conduct independent research programs. Research Professorial pathway appointments will be distinguished from Professorial pathway appointments by absence of expected teaching responsibility, although research faculty will be permitted to contribute to teaching activities to the extent that time and interest permit.

**Diversity and Equity:**

Per the UW Faculty Code Chapter 24, Section 24-32.: "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 among the professional and scholarly qualifications for appointment and promotion outlined below."

URL: <http://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2432>

**Guidelines for Promotion**

- **Scholarship:** Key characteristics of a scholarly work are that it has undergone both some form of **peer review as well as dissemination**. The quality of the work and the development of expertise and impact in an area of science or on a particular topic are more important than the quantity of the scholarship. Different types of scholarship include:
  - *Scholarship of Discovery:* This type of scholarship includes the generation of new knowledge and publication in peer-reviewed publications. The areas of research include basic science, clinical, epidemiological, health services, social sciences, ethics, education, and health care delivery. Types of contributions might include:
    - Publication in peer-reviewed journals
    - Presentation of data in abstract form, oral presentation, or poster
    - Participation in key elements of multi-center projects
  - *Scholarship of Integration:* This type of scholarship includes critical synthesis and integration of existing information on a particular question. It is a valuable contribution, especially for clinician-teachers. Examples of this type of scholarship include authorship of:
    - Systematic reviews of the literature, including meta-analyses, Cochrane Collaboration reviews
    - Book chapters

- Review articles in peer-reviewed journals
    - Editorial board of peer-reviewed journals
    - Editorship of books published by reputable publishers
    - Editorship of a journal
  - *Scholarship of Teaching*: This type of scholarship contributes to new knowledge related to teaching. These types of scholarly products should be peer-reviewed and disseminated. Examples of scholarship of teaching include:
    - Curriculum development and improvement
    - Materials for in-house use such as resident and evidence based clinical guidelines
    - Educational software and videos and web-based materials including podcasts, instructional YouTube Videos, blogs, and Twitter feeds
    - Systematic evaluation of educational programs for purposes of continuous quality improvement
  - *Scholarship of Application*: Scholarly contributions to clinical quality improvement and patient safety are important to the mission of UW SoM and as such should be recognized for appointment and promotion. Types of contributions might include:
    - Development of new quality and patient safety metrics and evaluation of their impact on desired outcomes
    - Development of new analytic tools and methods for assessing quality and safety
    - Implementation of major clinical initiatives, care pathways and/or other models of care and evaluation of their impact on desired outcomes
    - Development of innovative approaches and/or guidelines to diagnose, treat, or prevent disease
- **Administrative Service**: Examples of administrative activities include administration of a division, research unit, clinical unit, or teaching program.
  - *Evaluators*: These should include the individual's lab/section chief as well as their peers, other supervisors and users of the service which they administer.
  - *Expectations and goals*: These should be jointly set by the faculty member and the person(s) to whom the faculty member reports for these administrative activities. If that supervisory person is outside of the department, input from that person or body should be solicited during the promotion process.
  - *Measurements for administrative activities*: Examples of measurement include financial performance, operational performance, workforce management, diversity enhancement, new program development, ongoing program oversight, leadership, role in new initiatives and support/implementation of goals and initiatives.
- **Professionalism**: Professionalism includes demonstrating honesty, integrity, respect, compassion, accountability, and a commitment to altruism, diversity, equity and inclusion in all our work interactions and responsibilities. Because professionalism is expected in all areas of a faculty member's performance, deficiencies in professionalism may be seen as

limiting a faculty member's ability to be successful in teaching, research, and professional service. The Department will evaluate the professionalism of faculty in a standardized fashion annually. Examples of professionalism include:

- Demonstrates respect toward all others both in direct interactions and in indirect references
  - Aware of own limitations; seeks and accepts constructive feedback
  - Answers questions directly and respectfully
  - Tactfully offers assistance and support for team members
  - Inspires trust in patients, colleagues, coworkers, and subordinates
  - Listens well and responds appropriately
  - Is dependable, competent, and responsible
- **Professional Recognition:** The expected types of external recognition should reflect the profile of the faculty member's efforts devoted to their academic activities. Examples of how a faculty member might be recognized outside of the University include:
    - Awards or prizes
    - Serving on national advisory boards, guideline panels, or study sections
    - Membership in scholarly organizations, especially elected societies
    - Serving on editorial boards
    - Providing peer reviews for scholarly journals
    - Presenting at scholarly meetings and conferences
    - Invitation to give state-of-the-art lectures or reviews at national or international meetings
    - Visiting professorships
    - Organizing international, national or regional meetings

### **Promotion to specific ranks:**

**Research Assistant Professor:** Qualification for the rank of Research Assistant Professor includes:

- Appointment to the rank of Research Assistant Professor requires a doctoral degree (M.D., Ph.D., M.D./Ph.D.) and a period of postdoctoral research experience.
- Demonstrated commitment to academic radiology with likelihood of future success and growth in the field as evidenced by scholarly publications, presentations at local and regional meetings, formulation and initiation of research projects.

**Research Associate Professor:** A candidate for Associate Professor will be expected to have shown scholarly *productivity and achievement* as demonstrated by a record of substantial success in research as marked by the development of new knowledge and its publication in refereed journals. . Qualification for the rank of Associate Professor shall be distinguished by a **recognized local and regional** reputation for scholarly *excellence* in an established area of radiology or radiologic science. Achievements should include:

- *Scholarship:*

- Independent scholarship with an appropriate scholarly focus resulting in original publications in appropriate specialty journals with an emphasis on first and senior author publications
- Other scholarly contributions such as texts, chapters and reviews may contribute to qualification
- Scholarly contribution through basic or clinical research, or development of new techniques which have been published in peer-reviewed scientific publications
- Submission and awarding of scientific grants and/or contracts
- High likelihood of continued scholarly growth and productivity as evidenced by a strong trajectory of scholarly output
- *Administrative Service:* Creative and active member of the University, hospital and department committees and educational efforts
- *Professionalism:* The Department expects professional behavior from all members
- Professionalism includes a commitment to excellence, diversity, inclusion, equity, humanism, accountability and altruism. Demonstrations of professionalism include formal or informal leadership, mentoring, and service
- *Professional Recognition:* Recognition by the regional or national academic community as evidenced by scientific presentations at national and/or regional meetings, visiting professorships and/or invited lectureships in accredited instructional courses

**Research Professor:** Qualification for the rank of Research Professor is distinguished by national or international reputation in Radiology or radiologic science. Evidence of such recognition includes:

- *Scholarship:* Mature scholarship with an appropriate scholarly focus resulting in important original publications in appropriate specialty journals, editorship and/or authorship or major texts, extramurally funded research. Scholarship of teaching should include significant contributions to the field of radiology education.
- *Administrative Service:* Creative and active member of the University, hospital and department committees and educational efforts.
- *Professionalism:* The Department expects professional behavior from all members. Professionalism includes a commitment to excellence, diversity, inclusion, equity, humanism, accountability and altruism. Demonstrations of professionalism include formal or informal leadership, mentoring, and service.
- *Professional Recognition:* Seniority and leadership positions in national professional organizations, and participation on editorial boards.