

Department of Biochemistry

Criteria for Faculty Appointments and Promotions

Assistant Professor

The criteria for appointment to Assistant Professor include an excellent record of research accomplishment during graduate and postdoctoral work in any area of modern biochemistry including, but not limited to, molecular biology, cell biology, structural biology, biophysics, or developmental biology. The candidate should have made important contributions to the field as demonstrated by first-author papers in critically reviewed journals, and should also show extraordinary promise of continued independent scholarly achievement. The initial appointment is normally for a term of three academic years, with the possibility of a second three-year term. Before the end of the second year, a thorough review will be conducted by the Appointments and Promotion Committee, followed by a recommendation to the department faculty. Mandatory review resulting in either promotion or non-renewal must be made before the end of the sixth year of appointment.

Associate Professor

The criteria for promotion to Associate Professor include continued scholarly achievement as evidenced by an excellent record of scientific publications, student mentoring, and effectiveness in classroom teaching. Candidates are expected to have served on departmental committees or to have contributed to other important departmental functions; service on School of Medicine or University committees will also be taken into account. The candidate must have achieved a national reputation as indicated by letters of support from outside the University.

Professor

The criteria for promotion to Professor include those listed above for promotion to Associate Professor. In addition, the candidate is expected to have achieved a strong international reputation, and to have had a significant impact on the field, as evidenced both by publications and letters of support from outside the University.

Research Assistant Professor

The criteria for appointment to Research Assistant Professor are similar to those for appointment to Assistant Professor, except that research faculty are not required to teach in the regular instructional program, except insofar as required by funding sources. Although teaching by research faculty is encouraged, it is not required and only compensated if greater than *de minimis* in amount (please see UW guidelines for definition, <http://www.washington.edu/research/maa/fec/faqs.html>). Research Assistant Professors occupy space assigned to members of the regular faculty ranks. The initial appointment is normally for a term of three academic years. After a thorough review conducted before the end of the second year, a second three-year appointment may be made. Mandatory review resulting in either promotion or non-renewal must be made by the end of the sixth year of appointment.

Research Associate Professor

The criteria for promotion to this position are similar to those for promotion to Associate Professor, but with emphasis on 1) research productivity after appointment to Research Assistant Professor as evidenced by first- and corresponding-author publications, 2) grant and contract support as Principal (or co-Principal) Investigator and 3) mentoring effectiveness and service to the home laboratory. The candidate should have achieved a national reputation as evidenced by letters of support from outside the University. A Research Associate Professor occupies space assigned to a member of the regular faculty ranks. Appointments at this rank may be for terms of up to five years and are renewable. Renewal decisions must be made in the fall of the last year of the appointment term.

Research Professor

The criteria for appointment to Research Professor include those for appointment to Professor, but focus on research productivity and grant and contract support, not on teaching effectiveness or departmental service. A Research Professor occupies space assigned to a member of the regular faculty ranks. Appointments to this rank may be made for up to five years. Renewal decisions must be made in the fall of the last year of the appointment term.

Acting Instructor

The Acting Instructor title is an annual appointment that may be reviewed for renewal for up to three academic years for a total of four years. An Acting Instructor occupies space assigned to a regular faculty member and performs research related to the faculty member's interests. The position is not intended as a transition to an appointment of greater rank such as Assistant Professor or Research Assistant Professor; however appointment to Acting Instructor does not preclude such a transition. No national search is required, but the appointment must be supported by a faculty vote, a letter from the chair, and four letters of recommendation. An Acting Instructor can serve as Principal (or co-Principal) Investigator for a grant or contract.

Affiliate Appointments and Promotions

An affiliate appointment recognizes the professional contribution of an individual whose principal employment responsibilities lie outside the colleges or schools of the University of Washington. Appointment or promotion requires qualifications comparable to those required for appointment to the corresponding faculty rank in the Department of Biochemistry. Appointment and promotion will not automatically be linked to the individual's title or promotion at the parent institution.