

Criteria for Appointments and Promotions

Department of Bioengineering University of Washington

Individuals considered for faculty appointment or promotion within the Department of Bioengineering are evaluated with regard to their history of and potential for contributions to teaching, research and service. Teaching includes classroom instruction, research training, continuing education, and similar efforts, which advance the understanding of bioengineering by others. Research includes the development of new knowledge and new technologies. Service involves departmental and professional activities to benefit Bioengineering, the University, government agencies, professional societies, or the public through such efforts as administration, scientific review, academic governance, and professional leadership.

Each faculty member is expected to exhibit a record that includes teaching, research, and service. The relative emphasis on these areas will, however, vary for each individual depending on type of appointment, stage of career, and professional circumstances. An appropriate overall balance is expected together with a demonstrated ability to contribute in a collegial fashion to the academic mission of the Department of Bioengineering.

Appointment as Assistant Professor

Appointment as an assistant professor shall require demonstrated potential for scholarship. Evidence for such potential will include outstanding performance in doctoral studies and, in many cases, additional experience in post-doctoral research or industrial research and development.

Promotion to Associate Professor or Professor

The essential requirement for promotion is evidence of excellence in scholarship. Scholarship is usually indicated by contributions of high impact and influence—publications, inventions, discoveries, new methodologies, well-trained students. The degree to which a faculty member has advanced his/her field can best be judged by impartial observers who are leaders of the candidate's field. Excellence implies a sustained commitment to high quality scholarship. Therefore, one criterion to be applied when evaluating a candidate for promotion is the assessment that he/she will continue to be a productive scholar even without the inducement of a promotion. This is especially important in the case of tenure, but it is to be applied to all promotion cases.

Promotion to associate professor shall be based on important scholarly contributions. An assistant professor eligible for promotion will have established an independent research program, demonstrated an ability to provide classroom and laboratory training for students, and achieved peer recognition of his/her contributions to the field.

Promotion to the rank of professor shall be based on scholarly contributions that have significantly advanced the field. Whether such advancements are in research, teaching, academic leadership, or other areas, the essential evidence will be solicited from recognized national and international leaders as to the quality and impact of the candidate's contributions.

Appointment as Associate Professor or Professor

New appointments at the rank of Associate Professor or Professor shall require the same qualifications as expected for promotion to those ranks.

Research Faculty Appointments and Promotions

Appointments and promotions in the research faculty track shall require the same quality and magnitude of academic achievement as for the regular faculty track, but the balance expected between teaching, research and service will be different. Research faculty need only demonstrate scholarly contributions in the area of research and an ability to provide high quality research training for students. Contributions in classroom teaching and service will be taken into account if present, but will not be required.