

Pharmacy Practice & Science

Demonstrating Excellence in Pharmacy Practice and Science

Pharmacy Practice and Science [PPS] is a diverse department with a multi-disciplinary group of faculty scientists and practitioners. All PPS faculty are expected to demonstrate a commitment to excellence in fulfilling the academic missions of the department, the college, the university and the profession of pharmacy.

In addition to the University Administrative Regulations for appointment, promotion and tenure (AR 2:1-2; AR2:2:1-10), the following general guidelines represent department evidence of excellence for PPS faculty. The amount of effort allocated to instruction, scholarship/research, service, patient care or administration will vary by position and title series appointment. For this reason, the evidences of excellence described in this document are qualitative not quantitative. Specific metrics for success in promotion and/or tenure goals will be formulated by the Chair with each individual faculty member at the time of appointment and during scheduled performance reviews. These metrics will address quantitative and qualitative goals demonstrating evidence of excellence for the individual faculty member. It is the responsibility of the Chair to partner with the faculty member by aligning individual workload (DOE) and resources to generate a supportive environment for success in meeting these evidences of excellence.

Teaching

Effective teaching requires organization, evaluation and transmission of knowledge from teacher to student. Characteristics of effective teaching include knowledge of the subject, enthusiasm, creativity, clarity of presentation, ability to engage students, ability to effectively evaluate and counsel students, and continued commitment to improving teaching effectiveness.

Evidence of excellence in teaching may be documented by design and delivery of superior courses, or specific modules or topics within courses, as viewed by peers and students and may be accomplished in a variety of venues including professional courses, graduate courses, post-graduate/resident teaching or continuing pharmacy education programs. Additionally, excellence may be documented via individual professional, graduate or post-graduate resident/student advising and mentoring activities. Leadership in professional course or general professional curriculum development, graduate course or program development, and residency or other post-graduate training program development may also serve to document excellence.

Specific accomplishments that may demonstrate excellence include among other things favorable evaluations by students; favorable evaluations by faculty colleagues via peer review of teaching; student or resident recognition (awards, presentations etc) for faculty mentored projects/assignments; receipt of departmental, college, university or national teaching or training awards; requests for use of developed teaching materials, invitations to present teaching methods, and/or published reports of original or innovative teaching methods.

Research and Other Creative Activity

Excellence in research may be evident through the scholarship of discovery, scholarship of integration, scholarship of application or scholarship of teaching (Boyer EL. *Scholarship Reconsidered: Priorities for the Professoriate*. Princeton, NJ: The Carnegie Foundation; 1990.) In general, it is expected that the scholarly output of PPS faculty will be comparable to faculty colleagues of the same title series at benchmark institutions.

Characteristics of quality research include originality, depth, rigor and thoroughness. Additionally, innovation and significance of the research problems addressed are measures of research quality. For tenure track faculty, evidence of excellence includes success in obtaining funded grant support for an independent (RTS) or collaborative (STS) research program and funding as a Principal Investigator. Excellence is also evidenced by consistent, annual publication of original research and review articles in reputable, discipline-recognized peer reviewed journals. Authorship position of first or last on publications or research presentations is a measure of excellence. To demonstrate excellence, emphasis is placed on the impact of the collective work in the disciplinary field, rather than the number of individual publications.

Collaborative research programs, including engagement and/or interprofessional initiatives, should meet traditional scholarship criteria to document excellence. Specifically, scholarship for engagement activities should mark significant achievements beyond participation in community service activity.

Specific accomplishments that may document excellence in research include attainment of national and international recognition as a scholar and receipt of local, state, national or international awards for scholarly contributions.

Service

Service in PPS includes service to the department, the college and the university, service to the profession and/or general public, and in specific cases as outlined in faculty DOEs, clinical service provided in the care of patients.

Participation in department and college committees is expected of all faculty and participation alone does not serve as evidence of excellence. Significant leadership roles within department, college and/or university committees, significant administrative accomplishments relative to program development or direction, or other extraordinary contributions such as leadership in mentoring or advising student organizations may serve to document excellence

Excellence in professional/public service is evidenced by leadership in local, state and national professional associations, service on commissions, board memberships (professional, editorial, and advisory), participation with accreditation teams, scientific review for journals, grants, awards, abstracts, and national panels (e.g. FDA, CDER, USP, NIH Study Sections or equivalent nationally/internationally recognized professional or scientific organizations.)

Specific accomplishments that may demonstrate excellence in university and professional service include receipt of department, college or university service awards and/or receipt of local, state or national professional association or public service awards.

For those faculty engaged in clinical service, evidence of excellence may include achievement and maintenance of specialty board certification, receipt of local, state and/or national clinical service awards, recognition as an authority within the clinical specialty area as indicated by invited lectures and seminars, accreditation of training programs, and/or documentation of scholarly activities including presentations and publications that influence practice within the clinical specialty area.

Faculty Citizenship

Additional evidences of excellence for PPS faculty include making positive contributions to meeting the mission and goals of the department, the college and the university through faculty citizenship. Excellence in faculty citizenship includes professional conduct, appearance, and communication in the classroom, workplace, and when participating in university, college, department or professional initiatives.