

COLLEGE OF PHARMACY POLICY / PROCEDURE			
Title	<i>PS Department Appointment and Promotion Evidences</i>		
COP Number		University Policy / Procedure Reference	<i>AR 2:1-1</i>
Unit	<i>Pharmaceutical Science D</i>	Owner	PS Chair
Administrative:	<i>PS Executive Committee</i>	Approved on:	<u>Effective Date</u>
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Pharmaceutical Sciences Department Standards and Criteria for Promotion

The criteria and standards outlined below are to provide guidance to the faculty (both evaluator and evaluated) toward discipline-specific criteria for promotion as described in the University Administrative Regulation ([AR 2:1-1](#)).

1. Criteria and Standards

Assistant to Associate:

Promotion to Associate Professor *requires* evidence of sustained scholarship associated with research, teaching or service, along with clear evidence of independence and emerging national recognition. Evidence of *quality contributions* in teaching and service to the university or profession is expected. *Excellence* in research and scholarship is desired and valued.

- Evidence of *sustained scholarship* includes, but is not limited to, multiple peer-reviewed publications in books or journals relevant to the candidate's area of expertise that span the years immediately proceeding the year of consideration for promotion.
- Evidence of *independence* includes, but is not limited to, sole, lead, or senior authorship, without previous mentors as co-authors on publications.
- Evidence of *emerging national recognition* includes, but is not limited to, presentations at national meetings; invited seminar presentations at the local, regional, and national level; membership on review panels and editorial boards.
- Evidence of *excellence in scholarship* includes, but is not limited to, publications in highly regarded journals within the candidate's field, as judged by colleagues within that discipline; citations of the candidate's independent publications; recognition of the importance of the scholarship in letters solicited by the Chair.
- Evidence of *quality contributions* in teaching includes, but is not limited to, positive reviews of teaching by students and colleagues, including formal evaluations by peers; inclusion of innovative teaching approaches; recruitment and continued involvement in teaching of courses within and outside the college; successful mentoring of graduate students and post-doctoral fellows, as evidenced by timely progression through the graduate program, student/post-doctoral publications, awards, and matriculation.
- Evidence of *quality contributions in service* includes, but is not limited to, leadership on departmental, college, and university committees.

Associate to Full:

For promotion to Full Professor, sustained excellence in scholarship associated with research teaching or service Evidence of leadership and international recognition is required. .

- Promotion is specifically for attainment and merit, not longevity

- Examples of international recognition include invited seminars at international venues as well as letters of support from international investigators
- Continued productivity and growth in mentoring graduate and/or postdoctoral fellows students is required.
- Sustained trajectory of scholarship and funding, including publications in high impact journals or publications that have been cited a significant number of times by others in the field are required.
- Evidence for professional and scientific leadership with respect to service includes, for example, elected positions in scientific organizations, grant review panels and editorial boards of journals.

2. *Examples of Statements of Evidence for Promotion and Tenure*

The following are additional activities which might be considered as further evidences of accomplishments.

Instruction/Mentoring Activity

- Outstanding teaching performance as evidenced by such measures as peer-evaluation, student satisfaction, and student outcomes
- Outstanding direction of graduate research or creative activity that is validated by peers
- Selection for a university or professional society outstanding teacher award
- Evidence of courses taught at a rigorous and challenging level, with recognized excellence
- Scholarly publications about teaching
- Developing a new course that fills an identified need in the curriculum
- Chair of doctoral research committees
- Receiving external grant support for teaching/learning projects
- Invitation to teach at domestic or international institution of recognized excellence
- Receipt of awards for research or academic performance by the faculty member's students
- Placement of graduate students or post-doctoral fellows into significant academic, scholarly or professional positions
- Significantly contribution to the professional development of students
- Outstanding performance as a departmental undergraduate or graduate advisor
- Receiving on a competitive basis internal funding for teaching
- Direction of graduate student thesis or dissertation research
- Member of graduate student advisory committees
- Successful participation at teaching workshops and/or institutes
- Evidence of student mentoring (professional or graduate students)

Research/Scholarly Activity

- Continuous extramural funding
- Publications in leading refereed journals
- Receiving major fellowship or research award
- Frequent citation of publications
- Publication of scholarly book(s) by reputable publisher(s)
- Serving as editor or member of editorial board of a major journal

- Awards for, or publication of, peer reviewed creative activities
- Juried works in creative activities
- Serving as a member of review panel for national research organization
- Presentation of invited papers at international and national meetings
- Receiving significant external peer-reviewed funding for research
- Significant publication and/or funding resulting from collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research
- Publications with teaching focus in leading refereed journals
- Evidence of creative professional practice
- Publication of a chapter in a scholarly book
- Editing a scholarly book
- Publications in non-refereed but widely recognized journals
- Ejournals

Service/Engagement Activity

- Being an officer in a national or international professional organization
- Being an officer in regional or state professional organization
- Serving on a major governmental commission, task force, or board
- Serving an administrative leadership role at UK
- Serving as program chair or in a similar position at a national or international meeting
- Serving as in officer in the Faculty senate
- Evidence of excellence in professional service to the local community and public at large
- # of patient encounters
- # of patient referrals from outside the university
- # of patient consultations
- Organizer of state, regional, national or international conference or symposium
- Serving as consultant at national and international levels

[Examples adapted from APT documents at Texas A&M University.](#)