



University of Pittsburgh

School of Pharmacy

GUIDELINES AND CRITERIA FOR FACULTY PROMOTION AND AWARD OF TENURE

1. Introduction

The School of Pharmacy has a well-defined process for promotion within the ranks of instructor, assistant professor, associate professor, and professor. At the core of this process is peer review by colleagues within the department as well as peers external to the school with knowledge and expertise in the candidate's discipline of scholarly work. At all ranks, faculty are assessed based on accomplishment in areas that are both aligned with and advance the mission of the school. Faculty also are expected to be 'good citizens' of the University, the school, and professional and scientific organizations by serving on committees, participating in University and school events, and contributing in other substantive ways to the regular operations of the school.

Faculty are evaluated in four broad areas of achievement:

- Teaching
- Health Care/Clinical Practice
- Research/Scholarly Work
- Service

Service refers to work that supports regular operations of the department, school, University, and scientific and professional organizations. The expectations within a given area of achievement will depend on rank and career path. Those seeking the rank of assistant professor are expected to demonstrate the potential for sustained contribution and impact that would lead to promotion to the rank of associate professor. Those seeking the rank of associate professor or professor are expected to demonstrate either increasing or consistently high levels of contribution and impact commensurate with these ranks (see

http://provost.pitt.edu/faculty-handbook/ch2_appt_tenure for a description of University criteria for appointment at specific ranks). Generally, it is expected that a faculty member be deemed exceptional in one area of achievement while contributing in substantive ways to two other areas. Contribution to a sole area without substantive contributions in other areas is not sufficient for promotion.

Conferral of tenure

Academic tenure is a status accorded members of university faculty who have demonstrated high ability and achievement in their dedication to the growth of human knowledge. The award of tenure constitutes recognition by the University that a person so identified is qualified by achievements and contributions to knowledge as to be ranked among the most worthy of the members of the faculty engaged in scholarly endeavors: research, teaching, professional training, or creative intellectual activities of other kinds. Consequently, for those in the tenure path, greater emphasis is placed on the candidate's record of scholarly contributions and the advancement of human knowledge. For further description of the obligations and responsibilities of tenure see http://provost.pitt.edu/faculty-handbook/ch2_appt_tenure.

2. Standards for Promotion to the Ranks of Associate Professor and Professor

Faculty seeking promotion to the rank of associate professor or professor with or without tenure are expected to meet the following standards:

- Quality teaching and contributions to the teaching mission of the school.
- Peer-reviewed publications that advance the mission of the school.
- Likelihood of continued scholarly productivity.

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- Sustained excellence in patient care (where applicable)Active contribution to the programmatic and/or service missions of the school.
- National recognition by peers as indicated by participation in national organizations, service on scientific review panels, advisory boards, editorial boards, invited papers, invited lectures.
- Effectiveness as a role model for PharmD and graduate students, trainees, and junior colleagues.
- Career progression with increasing responsibilities over time.

Faculty in the tenure stream seeking conferral of tenure are expected to meet the following ADDITIONAL standards:

- Peer-reviewed publications that reflect intellectual leadership and impact in areas that advance the mission of the school.
- Evidence of independence, with indication of originality and sustained activities and scholarly efforts.
- Likelihood of sustaining high levels of productivity and creativity in areas that advance the mission of the school.
- Funding to support one's scholarly activities and likelihood of continued funding.
- Increasing national/international reputation as evidenced by leadership, e.g. in scientific, professional, or governmental organizations, service on scientific review panels, advisory boards, editorial boards, invited papers, invited lectures.

Note: These standards do not apply to ranks that include the prefix 'research or 'clinical' or 'adjunct'.

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