

# **Criteria for Appointment and Promotion Department of Pharmacology**

**REGULAR PROFESSORIAL TRACK**  
(Without Tenure and Tenure/Tenure-Track)

Approved May 2019

Appointment and Promotion in the Department of Pharmacology to Associate Professor and Professor requires nationally or internationally recognized excellence in research and teaching, a commitment to service within the university community and acceptable professional conduct.

Candidates will be expected to have made important scholarly contributions to pharmacology and related fields. These contributions should be documented in recognized peer-reviewed journals. Other scholarly contributions, including texts, reviews, computer software development, and educational materials and programs can also be appraised. Research progress and reputation will be based on the opinions of external evaluators, internal referees and the support of more senior colleagues within the department.

Success in teaching will be assessed from evaluations by both students and faculty colleagues. Administration and service to the department, the School of Medicine, and the broader university community will be recognized as important components of the candidate's academic record but will not by themselves be sufficient basis for promotion.

Professorial track faculty are expected to model, promote, and advocate for a strong and visible culture of professionalism. As for all members of the UW Medicine community faculty are expected to conduct themselves in a professional and ethical manner with colleagues, staff and students, and the public.

Consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, our Department embraces diversity and promotes inclusion in our criteria for promotion. Therefore, contributions in scholarship, teaching, and service that address diversity and equal opportunity should be included among the professional and scholarly qualifications for appointments and promotion outlined below. All faculty are expected to foster an inclusive environment and cultivate an awareness of differing backgrounds, focuses, and needs among the student body and broader community.

## **Assistant Professor**

Appointment to the rank of Assistant Professor requires the expectation to develop an innovative and robust extramurally-funded research program in the broad area of modern molecular pharmacology that complements the existing research strengths in cell signaling and biology, neuroscience, structural biology, and large-scale '-omics' studies. Engagement in teaching, research and service, and participate in graduate training programs in Pharmacology as well as interdisciplinary graduate programs.

### Associate Professor

Appointment or promotion to the rank of Associate Professor requires a record of substantial success in both teaching and research. The academic standing, research accomplishments, and teaching credentials of candidates will be evaluated by the voting faculty. The written opinions of several un-conflicted external referees and a few local experts will be provided to voting faculty. These materials will inform voting faculty of the academic impact, research and teaching reputation and professional trajectory the candidate. After careful deliberation of these materials and open discussion, a faculty vote will advise the Chair of the suitability or unsuitability of candidates to proceed in the promotion process.

### Professor:

Appointment or promotion to the rank of Professor will require broad recognition of their work and will show promise of the candidate becoming a leader in their field. A demonstrated commitment to appropriate professional practice, scientific integrity and ethical behavior is necessary. Evaluation for promotion to the rank of Professor will follow the same protocol as described above.