

**Appointment to Research Assistant Professor,  
Research Associate Professor and Research Professor  
Department of Pharmacology**

Approved May 2019

Individuals in these appointment categories will devote nearly full time to research activities. Research faculty members in the Department of Pharmacology work within the space assigned to the faculty member in the professorial track and on projects relevant to the overall research program of that faculty member. Appointments to these titles recognize the independent intellectual and professional contributions of individuals with research programs and provide opportunities for career promotional advancement with the research professorial track.

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. Research faculty are expected to model, promote, and advocate for a strong and visible culture of professionalism with colleagues, staff and students, and the public.

*A. Criteria for Appointment to Research Assistant Professor*

1. Ph.D. degree or equivalent and three years of postdoctoral experience.
2. Support from a member of the faculty in the professorial track, research space, and facilities assigned to the sponsoring professorial track faculty member or in departmental core facilities. This support will include provision of the opportunity to meet the criteria for promotion to Research Associate Professor outlined below.
3. Individuals must display potential and aptitude for original biomedical research as assessed from the candidate's previous publication record, letters of recommendation from internal and external referees and other relevant experiences.
4. Research Assistant Professors must actively contribute to research programs of the Department of Pharmacology and to successfully meet the criteria for promotion to Research Associate Professor after five years in rank.
5. Active participation in departmental meetings and seminars and in research-related administrative activities.

*B. Criteria for Promotion or Appointment to Research Associate Professor*

During the previous period of up to five years at Assistant Research Professor rank, the candidate should have fulfilled the requirements of the faculty code for promotion to Research Associate Professor. Senior faculty of the Department of Pharmacology will review candidates with respect to the following criteria.

1. Development of independent research funding where appropriate. Such independent funding might take the form of service as PI on an R01 or private agency support, PI on a section of a Program Project or Center grant, or obtaining significant salary support as a member of a multi investigator proposal.
2. Evidence of independent research achievement. Although research faculty members work within the larger research program of a faculty member in the professorial track, it is expected that they will have the opportunity and ability to undertake successful independent projects relevant to that research program. It is anticipated that such independent projects will ordinarily lead to publications on which the research professorial faculty member is the senior (that is, last listed), corresponding or sole faculty author.
3. Participation in the teaching program of the Department of Pharmacology is encouraged for faculty in the research professorial track. Such participation might include lectures in one of the formal courses in addition to service in graduate training and participation in seminar courses.

*C. Criteria for Promotion or Appointment as Research Professor*

The senior faculty of the Department of Pharmacology will review candidates with respect to the following criteria. During the previous period of five years or more as Research Associate Professor or Associate Professor, the candidate should have fulfilled the requirements of the faculty code for promotion to Research Professor. In addition,

1. Independent research funding. Such independent funding should include service as PI on an R01- or R21-type project grant from NIH or from another federal or private agency or as PI on a subproject of a Program Project grant at the time of review for promotion.
2. Independent research achievement. Although research faculty members work within the larger research program of a faculty member in the professorial track, it is expected that they will have the opportunity and ability to undertake successful independent projects relevant to that research program. It is anticipated that candidates for Research Professor will have a record of multiple significant publications as senior author.
3. Active participation in departmental meetings and seminars and in research-related administrative activities.
4. Participation in the teaching program of the Department of Pharmacology is encouraged for faculty in the research professorial track. Such participation might ideally include lectures in one of the formal courses that involve the Department of Pharmacology in addition to service in graduate student training and participation in seminar courses.