

Criteria for Appointment and Promotion

Department of Pharmacology

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

Approved January 2026

Appointment to Assistant Professor requires a record of productive research with the expectation of establishing an independent research program and effective participation in teaching and service. 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 are expected to make 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.

Effective teaching will be assessed from evaluations by 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. All members of the UW Medicine community must conduct themselves in a professional and ethical manner with due respect to colleagues, staff, students, and the public.

Assistant Professor with Tenure or WOT

Appointment to the rank of Assistant Professor requires the establishment of an innovative and robust extramurally funded research program that investigates molecular pharmacology and complements the existing research strengths within the department. Engagement in teaching, research and service are necessary. Evidence of participation in the Pharmacology graduate training program and interdisciplinary graduate programs is important. Criteria for appointment include:

1. A Ph.D. degree or equivalent with typically three or more years of postdoctoral experience.
2. Excellent record of research accomplishment during graduate and postdoctoral work as demonstrated by first-author publications in critically reviewed journals, strong letters of recommendation, and invited presentations at national and/or international conferences.
3. High potential and aptitude to develop an independent and continuous research program as evidenced by previous publication records and future research plans.
4. Commitment to the mission of the department in teaching and research, and close participation in other academic activities, such as student recruitment, mentoring, departmental seminars and retreats.

The initial appointment is for three years with the possibility of renewal for a second three-year term. A review of progress will be conducted at the end of the second year by the Chair. Mandatory review resulting in a recommendation for either promotion or non-renewal of appointment must be completed before the end of the sixth year.

Associate Professor with Tenure or WOT

Appointment or promotion to the rank of Associate Professor requires a record of substantial scholarly output in the areas of research, teaching, and service. The academic standing, research accomplishments, and teaching credentials of candidates will be evaluated by the eligible voting faculty. After open discussion, a faculty vote will advise the Chair on the suitability of candidates to proceed in the promotion process.

Criteria for promotion to Associate Professor include:

1. **Research:** Evidence that the candidate has established a robust and independent research program, which has led to several impactful publications in which the candidate is listed as the corresponding author. Development of independent research funding with active grant(s) from a federal or private funding agency.

Candidates are expected to have established strong recognition within their chosen field as evidenced by being invited to peer review study sections, journal reviewing and invitations to external seminars, and national/international conferences. The written opinions of several unconflicted external referees and a few local experts will be provided to voting faculty.

2. **Teaching:** The candidate is expected to have a significant record of mentoring trainees including graduate students, postdoctoral fellows, undergraduate researchers, and/or research scientists. Moreover, the candidate is expected to show a substantial and excellent record of teaching in undergraduate and/or graduate level courses and making contribution towards directing/co-directing courses. Teaching effectiveness will be evaluated by both student and peer reviews.
3. **Service:** A strong record of service at the department and school level such as serving on departmental committees for graduate admissions, faculty search, and department seminar series, etc. Examples for university level service include involvement in School of Medicine councils and committees.

Professor with Tenure or WOT

Appointment or promotion to the rank of Professor requires broad recognition of the candidate's work and 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 be based on the candidate's performance in the areas of research, service, and teaching.

1. **Research:** Candidates should lead an active independently funded (that is, PI or co-PI) research program with recognized contributions that have advanced the candidate's scientific field. Evidence of such recognition could include invitations to speak at national and international conferences, service on grant review committees and editorial boards, and number and quality of publications, as well as the level of support of letters of recommendation.
2. **Service:** Candidates should actively participate in activities that provide service at the Departmental, University, and/or national level. Such activities include service on

departmental graduate admissions, faculty search, and seminar committees, grant review and editorial panels, and scientific society committees

3. **Teaching:** Candidates should teach in core Pharmacology courses for graduate, medical, and/or pharmacy students, and/or the undergraduate and graduate courses that are the primary responsibility of the department. Teaching effectiveness will be evaluated by student and peer reviews.

Candidates who have exhibited extraordinary accomplishment in two of these three areas may be considered for promotion to Professor. Examples of such extraordinary achievements include:

- a. **Research:** National or international recognition for transformative research.
- b. **Service:** Election as an officer in a national professional society, Director of an interdisciplinary graduate program, or appointed to a senior administrative position in School of Medicine Leadership.
- c. **Teaching:** An exceptional teaching portfolio could include the creation of new courses at the departmental and institutional levels, pioneering novel teaching methodologies that result in publications, and an extraordinary commitment to medical student and graduate level didactic teaching far in excess of standard faculty teaching loads.

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

Individuals in these appointment categories will devote the majority of their time to research activities and are encouraged to contribute to the department's teaching and administrative responsibilities. Research faculty members in the Department of Pharmacology work within the space assigned to a faculty member in the professorial track, generally on projects relevant to the research program of their faculty host. Research faculty appointments recognize the independent intellectual and professional contributions of talented individuals with research programs and provide opportunities for career advancement on the research professorial track.

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 an 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. 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. Participation in departmental meetings and seminars and in research-related administrative activities is strongly encouraged.

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.** Serving as principal investigator on an R01 or private agency support is the primary criterion. Serving as investigator on a section of a Program Project or Center grant or obtaining salary support as a member of a multi-investigator proposal is acceptable.
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 mission** 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 will review candidates with respect to the following criteria. During time in rank as Research Associate Professor or Associate Professor, the candidate must fulfill the requirements of the faculty code for promotion to Research Professor. Primary criteria for promotion are:

1. **Independent research funding.** Independent funding includes securing an R01, R21 or multi-investigator from NIH as serving as Principal investigator. PI on funding 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.** Research faculty must be given the opportunity to undertake successful independent projects relevant to their own 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 Pharmacology teaching** 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.