

September, 2015

The Department of Pharmacology and Toxicology has established the following criteria which will be used for Evaluation, Reappointment and Promotion for Non-Tenure Track Faculty.

### **General Evaluation Criteria**

**Scholarly Activity/Research:** The individual establishes an independent funded research program or contributes significantly to the research activities of the Principal Investigator who is providing salary support; this includes designing and performing experiments, analyzing data, writing papers, presenting results at scientific conferences, and training students and technicians.

- **Publications:** The individual publishes first author and co-author papers, reviews, abstracts and other types of articles.
- **Presentations:** The individual presents results of scientific work at national or international meetings.
- **Grants:** The individual contributes to writing grant applications and/or writes grant applications on which he/she is designated as PI.
- **Awards or other Recognition:** The individual is recognized for their research, teaching or service contributions to the University or the scientific community.

### **Teaching:**

- **Classroom Teaching:** The individual participates in Department/Graduate program teaching efforts by giving lectures and preparing exam questions, acting as director or co-director of courses, organizing and running small group recitations, journal clubs or scientific review sessions.
- **Laboratory/Trainee Teaching:** The individual supervises the research activity of graduate students, postdoctoral fellows, undergraduates and/or high school students working in the laboratory. This includes teaching laboratory techniques, helping trainees design and carry out experiments, analyze data, and prepare reports, papers and presentations.

**Service:** The individual contributes to the Department, School, University, and/or Scientific community at large by participating in committees, directing University wide or department/school facility cores, reviewing manuscripts and grants and managing laboratory activities

### **Reappointment Criteria:**

Non-tenured faculty will be evaluated in each of the areas described above. For reappointment, faculty are expected to perform at or above average in one or more of these areas.



**Promotion Criteria:**

Non-tenured faculty will be evaluated in each of the areas described above. For promotion, faculty are expected to perform at or above a level of very good in each of these areas. The following are considered a level of excellent:

- Scholarship: published 1-2 papers/reviews per year; presents 1-2 abstracts at national meetings; submits 1 grant application per year; evidence of other scholarly activity
- Teaching: participated in classroom and laboratory teaching as described above
- Service: reviewed 1-2 manuscripts/grants per year; served on Dept./University committees, managed laboratory activities