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