

Normative Merit Advancement Criteria - Pharmacology

The department standards for a normal advancement in the Professorial* series include national and international recognition as a leader in one's field; contributions to training; and service to the university and professional societies. Specific expectations are delineated below, with the caveat that in some cases quality and impact (e.g. of publications, service) is more important than quantity.

A. Research and Scholarly Activity

- Three to five refereed papers/year is considered normal. Greater productivity is expected as rank and step increase.
- Invitations to speak at meetings, give seminars, organize scientific symposia (3-5/review cycle). Activities expand as rank and step increase.
- Membership on study sections, ad hoc review panels and editorial boards.
- Sustained research funding and continued efforts to obtain funding.

B. Teaching and Mentoring

- Serving as lecturer or conference leader for 1-3 sessions per year in the Health Sciences curriculum.
- Serving as lecturer or facilitator in 1-3 graduate course sessions per year.
- Mentoring 3-5 fellows or graduate students during the review period.
- Serving on research and thesis committees.

C. University and Professional Service

- At least 3 activities at the department and medical school level are expected. Participation in at least 1 campus-wide committee is recommended.
- Outside professional service activities including, but not limited to active participation and/or leadership roles in professional societies and advisory boards and service as a manuscript and/or grant reviewer.

D. Promotion of diversity through outreach and professional activities.

**For the adjunct professorial appointees, there is greater emphasis on research and scholarly activities(A), although teaching and service are expected as is promotion of diversity.*