

## **Policies Governing Faculty Appointments and Promotion**

**Social and Administrative Sciences in Pharmacy Division**  
University of Wisconsin School of Pharmacy

*\*\*Approved by the SOP Executive Committee April, 2011\*\**

The mission of the Social and Administrative Sciences in Pharmacy (SAS) Division includes conducting high quality interdisciplinary research leading to new knowledge and understanding; preparing MS and PhD students for independent, theory-based research and teaching; and providing professional pharmacy students with social and administrative science knowledge, understanding, and skills required for high quality, patient-centered care and practice management. The Division focuses on the scientific and humanistic bases for understanding and influencing interactions involving patients, medicines, caregivers, and health care systems, integrating knowledge of pharmacy and pharmaceuticals with knowledge from economics, history, sociology, psychology, management sciences, epidemiology, and law.

Appointment and promotion of faculty members in the Division recognize and reward ability and accomplishments in research, educational, and service.

## **Faculty Appointment and Promotion**

Faculty appointments to the SAS Division are tenure track appointments and policies regarding appointments are according to the University of Wisconsin-Madison Faculty Policies and Procedures (FPP).

Faculty titles include Assistant Professor, Associate Professor, or Professor. Qualifications of individuals appointed at the Associate Professor or Professor must meet the corresponding title criteria.

Faculty members in the SAS Division typically will be members of the Social Sciences or Humanities Division of the UW-Madison.

### **Promotion from Assistant Professor to Associate Professor**

Policies for the promotional period, promotion, and tenure for Assistant Professors are governed by FPP and applied by the Department and the University Divisional Executive Committees. Promotion to Associate Professor coincides with granting of tenure.

Some general aspects of the criteria and evidence for recommendations regarding tenure follow.

The granting of tenure is a long-term commitment of university and state resources which requires the proof of evidence in past performance and a forecast that an individual faculty member's performance will continue to be of high quality for many years to come.

Each university divisional executive committee shall establish written criteria and standards it will employ in recommending the granting of tenure. These criteria and standards shall assure that the granting of tenure is based on evidence of (1) teaching excellence; (2) a record of professional creativity, such as research or other accomplishments appropriate to the discipline; and (3) service to the university, to the faculty member's profession, or professional service to the public.

#### ***Research:***

The candidate should have demonstrated the ability to conduct research that reflects original scholarship and contributes to knowledge. This ability may be demonstrated in one or more of the following ways: (1) conducting research with appropriate methods and rigor; (2) conceptualizing and theorizing in an original way; (3) synthesizing, critically analyzing, and clarifying extant knowledge and research; (4) developing innovative methods for conducting scholarly inquiry; or (5) conducting research related to the solution of practical problems of individuals, groups, organizations, or societies. Evidence of research performance and of a candidate's standing in a discipline can be varied; the case must be made for the quality and contribution of the present and future work.

#### ***Teaching:***

The candidate should have demonstrated effective teaching abilities. The following should be evident in the record: commitment to teaching, success in communicating material, and stimulation of learner interest.

#### ***Service:***

Service activities fall into three general categories: public, university, and professional. All service activities must be adequately documented.

## **Promotion from Associate Professor to Professor**

Criteria for promotion to Professor focus on accomplishments of the candidate subsequent to their promotion to Associate Professor, in all areas of faculty responsibility, teaching, research, and service. With regard to research and scholarship, the criteria emphasize that a candidate should have achieved national or international standing, based on substantial and sustained achievement. Candidates also are expected to have contributed to teaching and service within the School's missions. It is relevant to consider candidates relative to peers and what would be considered the norm in terms of accomplishments and qualification.