

## Criteria for Appointment and Promotion in the Salaried Clinical Professor of Pharmacy Series (non-tenured)

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**Teaching.** Excellence in this area is reflected by (1) outstanding teaching evaluations, awards, or letters of support from peers who have observed the candidate's effectiveness as a teacher, or (2) development and design of educational programs or courses for the University's professional organizations. Criteria that are used to identify the candidate's teaching effectiveness include: command of the subject; continuous growth in the subject field; ability to organize material and to present it with force and logic; spirit and enthusiasm which vitalize the candidate's learning and teaching; ability to arouse curiosity in beginning students and to stimulate advanced students to creative work; personal attributes as they affect teaching and students; the extent and skill of the candidate's participation in the general guidance and advising of the students. In addition, the clinical teacher should be successful in applying knowledge of basic health science and clinical procedures to the treatment and care of a patient in a manner that will not only assure the best educational opportunity for the student, but also provide high quality care for the patient. For promotion to the Professor rank, the candidate should be recognized as an outstanding clinical teacher. An annual minimum of 50 hours devoted to teaching is required for appointment in this series.

**Professional Competence and Activity.** Candidates should be engaged in exemplary and progressive pharmacy practice and serve as models of the practice approaches they are teaching students. Excellence in this area can be substantiated by consultantships and invited lectures; a leadership role in a department or institution which provides exceptional educational experiences for pharmacy students; invitations to serve as a reviewer for papers prepared for presentation at professional meetings or publication in peer-review journals. Letters from peers or other health professionals should document that the candidate is making sound and important contributions to patient care. At the Associate level, the candidate will normally be recognized regionally; at the Professor level, national recognition is expected.

**Creative Activity.** Many faculty in the health sciences devote a great proportion of their time to the inseparable activities of teaching and clinical services and, therefore, have less time for formal creative work than most other scholars in the University. Thus, the quantitative productivity level achieved by a faculty member should be assessed realistically, with knowledge of the time and institutional resources allotted to the individual for creative work. Some candidates in this series will be involved in clinical or practice research programs, but most will not. Nevertheless, those who are promoted within this series in the School of Pharmacy are expected to be innovative practitioners and teachers and to disseminate their expertise on behalf of the profession as a whole. Examples of activities which serve as evidence of proficiency in this area include development and justification of innovative services with documentation of their effectiveness; development of new courses or posters and platform presentations at state and national professional meetings; and regular contributions to columns in professional journals or newsletters distributed to health professionals. It is expected that full-time paid faculty will occasionally publish in peer-reviewed journals (approximately 1/year). Examples of such publications include scholarly review of clinical topics, well-practices, innovative coursework or teaching methodology, etc. Publication of scholarly book chapters, texts, continuing education monographs for health professionals or the public are also evidence of creative activity in this series.

**University and Public Service.** To advance in this series, the candidate should be actively and effectively involved in the affairs of the Department, School, the Campus, the University, the profession and the community. Both the amount and quality of service by the candidate should be evaluated, paying particular attention to the service which is directly related to the candidate's professional expertise and achievement. Evidence of achievement in this area is demonstrated by participation in University-wide, Campus-wide, School of Pharmacy, departmental and hospital committees; election to office or other service to professional, scholarly, scientific, educational and governmental agencies and organizations; and service to the community and general public which relates to the candidate's professional expertise in health, education, research and practice.

Note: Under the University of California policy, your letter, as part of the official personnel file, will be held in confidence. A candidate may, upon request, and at certain prescribed stages of the academic personnel review process, be provided access to such letters in redacted form. Redaction is defined as the removal of identifying information (including name, title, institutional affiliation, and relationship to the candidate) contained either at the top of the letterhead or within and below the signature block of the letter of evaluation. While we cannot make an absolute guarantee that no court or government agency will in the future order disclosure of the source of confidential evaluations the University will endeavor to protect the identity of authors to the fullest extent allowable under law.