

**Promotion Guidelines**  
**Industrial and Physical Pharmacy**  
**February 2005**

*General Comment: These guidelines are intended to supplement the university requirements and procedures. They are not to be interpreted as supplanting these university requirements and procedures. Thus, this document describes specific criteria and standards which will be used to evaluate whether candidates meet the general criteria for promotion and tenure developed by Purdue University. The criteria, standards, and procedures are applied without regard to race, religion, color, sex, national origin, handicap, age, veteran status, or sexual orientation.*

Mission Statement

The Department of Industrial and Physical Pharmacy subscribes to the Mission of the School of Pharmacy. In addition, the Department of Industrial and Physical Pharmacy has as its mission to contribute significantly to the health care of the State of Indiana and the nation by conducting research, teaching, and service in areas involving industrial pharmacy, physical pharmacy, drug delivery, drug formulation, biomaterials, pharmacokinetics, pharmacodynamics, pharmaceutical materials sciences, pharmaceutical analysis, regulatory affairs, nuclear pharmacy and the radiopharmaceutical sciences.

Criteria for Promotion to Associate Professor

1. Research. A record of scholarly<sup>i</sup> accomplishment, independent of the candidate's mentors, that is recognized at the national level. Factors that will be considered include (but are not limited to) publications in high quality peer-reviewed journals, a strong record of peer-reviewed **extramural** funding (or equivalent<sup>ii</sup>) for support of the candidate's research, participation in symposia, consulting<sup>iii</sup>, and letters of reference from acknowledged experts in the candidate's research field.
2. Teaching. A record of accomplishment in teaching at the undergraduate, professional, and graduate levels, including formal classroom and/or laboratory instruction and graduate research instruction. The magnitude, quality, and originality of the candidate's teaching contributions will be considered. Formal teaching evaluations will be required.
3. Service. A record of service to Purdue University, and service at the state and national level. Participation in departmental and school committees and activities, as well as service to national organizations will be considered. Engagement activities that contribute to the University and the mission of the Department will be considered, as well.

Criteria for Promotion to Professor

1. Research. A record of scholarly accomplishment that is recognized at the international level. The candidate will have contributed a significant body of original and innovative scholarship to the field, and will be an acknowledged expert in his/her area as evidenced by invited participation in activities such as: symposia, editorial boards, review groups and extramural consulting<sup>iii</sup>. The candidate will also have peer-reviewed research support (or equivalent<sup>ii</sup>)

for the majority of his/her period of appointment. Other factors to be considered are as described for promotion to associate professor.

2. Teaching. A record of accomplishment as described for promotion to Associate Professor.
3. Service. A record of accomplishment as described for promotion to Associate Professor. Additional service activities of interest include an outstanding ability to interact with leaders in industry or area of professional excellence to fulfill the missions of a land grant university.

### Procedures

All procedures described in University Documents on Promotion and Tenure will be followed.

### Discrepancies or Conflicts between this Document and University Documents

If there are any discrepancies between this document and any University documents, the policies and procedures in the University documents will prevail.

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- i Scholarly activities in Industrial and Physical Pharmacy include basic and applied research aimed at improving human health through scientific discovery and/or novel applications of knowledge, as well as pedagogical creativity, innovation, and research culminating in improved student learning.
  - ii Equivalent in this case refers to funding that requires a proposal and is reviewed prior to approval.
  - iii Consulting is a form of service. Consulting may serve a key role in technology transfer and assist in the rapid development of new drugs which improve the national health. Consulting also provides a means to recruit and retain outstanding faculty. Consulting builds relationships with our alumni and enhances resource development especially as it relates to consortia and the NSF center. Consulting may also result in significantly reduced costs for software and equipment via reduced prices and other arrangements. Finally consulting assists in the development of internship sites and employment opportunities for BSPS, Pharm.D., and Ph.D. graduates. In summary, some types of consulting help Purdue achieve its land-grant mission. Consulting of this type should be distinguished from consultation (such as expert witnessing) in which the primary purpose is to increase private income.
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