

Granting of Tenure Guidelines
School of Pharmacy & Health Professions
July, 2006

From draft amendment of *Handbook for Faculty*:

This document will be linked to the contract or job description for each faculty member. Tenure is awarded on the basis of:

- Successful performance of the terms of the faculty member's job description as stated at the initial contract or subsequently amended by mutual agreement between the faculty member and the university
- A record of achievement at Creighton University
- A record of achievement at previous institutions, provided the record of achievement has continued while at Creighton University
- An expectation that the record of achievement will be maintained or expanded in the future
- The determination that the granting of tenure fits into the Mission, needs, plans, and goals of the Department, the College or School, and the University

The following are considered positive achievements of a candidate for tenure.

Teaching Performance:

The items listed below are examples of desirable teaching performance for tenure.

1. Demonstrates appropriate depth of knowledge and skill in teaching as evidenced by supervisor, peer or student evaluations.
2. Participates in the management of classroom and/or laboratory courses.
3. Participates in course or curriculum development.

Scholarly Performance:

The items listed below are examples of scholarly achievement.

1. Holds a terminal degree.
2. Attempts to obtain intramural or extramural funding for support of scholarly or other creative activity.
3. Authorship of peer reviewed publication an average of at least once every other year.
4. Reviewer for a national/international professional journal or abstracts for a national professional meeting.
5. Presents results of scholarly or other creative activity (including abstracts) at national, regional/state, or local professional meetings an average of at least once every other year.
6. Maintains continued technical/scientific competence in his/her discipline.

Clinical Service Performance:

The items listed below are examples of clinical service performance for tenure.

1. Demonstrates clinical proficiency as evident by number of referrals, case load or patient clinic visits, or case outcomes.
2. Demonstrates clinical proficiency as evident by special competencies or certifications.

Service Performance:

The items listed below are examples of service achievement.

1. Demonstrates involvement in the implementation and support of department/school goals, mission, policies and procedures, and serves on departmental, School, and/or University committees.
2. Serves as a consultant, and/or speaker in his/her area of expertise.
3. Regular participation in School of Pharmacy & Health Professions and University ceremonies and events.
4. Attends appropriate local, state, national and/or international meetings.