

STATEMENT OF RATIONALE FOR EVALUATIONS

TENURE CONSIDERATION

(PROFESSOR'S NAME)
ASSISTANT PROFESSOR

The College of Pharmacy and Nutrition Renewals and Tenure Committee recommends the award of tenure for Dr. _____. The following provides a summary of the Committee's evaluation with reference to the specific standards and the evidence considered.

Date of Meeting: _____

Present: D.K.J. Gorecki (Chair), S.L. Berenbaum, J. Fang, J.W. Hubbard, P.G. Paterson, A.J. Remillard, Y.M. Shevchuk, L.G. Suveges, J.G. Taylor and S.J. Whiting.

Regrets: A.J. Nazarali and G.A. Zello.

Absent: M. Foldvari and G. McKay.

On Leave: None.

Excluded: None.

1. Academic Credentials

Dr. _____ possesses a Bachelor of Science in Pharmacy (Sask., 1989) and a Pharm.D. Degree (Wayne State, 1998).

Dr. _____ meets the College of Pharmacy and Nutrition Standard as she possesses a Pharm.D. degree from a recognized institution. College Standards specify that for positions within pharmacy practice appointments at the level of Assistant Professor or higher presumes possession of a Ph.D. or an advanced clinical degree such as a Doctor of Pharmacy (or Pharm.D.).

Meets the standard: 10

Does not meet the standard: 0

2. Teaching Ability and Performance

Dr. _____ provided a very comprehensive teaching dossier for the Committee's consideration. The file includes a statement of teaching philosophy, a summary of teaching responsibilities and instructional hours, evidence of achievements,

teaching experience in the clinical setting and his/her role in the continuing professional development for pharmacists. The file also includes instructional material from various courses taught, evidence of student feedback and work, along with a course manual and graduate course syllabus. Solicited supporting letters from previous students are also provided.

Teaching performance of the candidate is, in part, evaluated by standardized and approved student in-class evaluations which consider or assess instructor, lectures and student evaluation. In addition, the College uses standardized Peer Appraisal of Teaching to regularly evaluate instructor performance in the classroom. Several of Dr. _____'s student teaching evaluations and a number of faculty Peer Appraisal of Teaching evaluations were considered.

Dr. _____ has had very extensive teaching responsibilities within the pharmacy programs. He/She is heavily involved in the undergraduate program and because of his/her expertise and ability has been assigned an important responsibility as Professional Skills Development Coordinator, a position created to ensure that professional skills were appropriately incorporated into the new revised pharmacy curriculum. He/She also plays a role in teaching graduate courses and is involved in graduate student training both as a supervisor and in an advisory capacity.

Dr. _____ has been well recognized for his/her teaching ability and performance. His/her student teaching evaluations consistently provide scores of over 4.0 on a 5-point system. Invariably, his/her overall performance is rated above the College average. It is noteworthy that he/she has been selected by the graduating class on three occasions as recipient of the Bristol-Myers Squibb Excellence in Teaching Award and on three occasions a nominee for the USSU Teaching Excellence Award. In addition, specific student comments, feedback from former students and peer appraisals provide additional supportive evidence of his/her teaching excellence.

To meet the college of Pharmacy and Nutrition Standard, all aspects of the University Standard must be carried out satisfactorily. Most of the elements to be evaluated are incorporated in the student course and peer evaluations. To meet the standard for tenure at a superior level, there must be evidence certain assigned duties are carried out in an above average manner. These include performance in elementary and service classes, performance in senior/graduate classes, supervision of research, performance in clinical setting and supervision of students performing clinical work.

The Committee was unanimous in the view that Dr. _____ meets the College Standard for Teaching Ability and Performance for tenure. The major position was that he/she met the standard at a superior level. The minority observed a deficiency with respect to supervision of research and theses preparation; however, it was argued that Dr. _____'s category for evaluation is the Practice of Professional Skills.

Meets the standard: 10

Meets the standard at superior level: 8

Does not meet the standard: 0

3. Knowledge of Discipline and Area of Specialization

The College Renewals and Tenure Committee used the written statement provided by Dr. _____ when assessing this category. This is supplemented by information provided throughout his/her case file and within the candidate's *curriculum vitae*.

Dr. _____ states that his/her area of specialization is primary care and ambulatory care practice. "Primary care is the coordinated, interdisciplinary provision of health care that consists of health promotion, disease prevention, comprehensive management of acute and chronic medical conditions, mental health conditions and patient education. Ambulatory care is defined as health services provided to those patients able to ambulate (move from place to place) while seeking or acquiring their care".

Dr. _____ has established two professional practice sites, one in primary care (Lakeside Medical Clinic) and one in ambulatory care (Menopause Centre of Saskatchewan) where he/she practices as a member of multidisciplinary teams. In addition to his/her broad practice experience, he/she has received additional training in important therapeutic areas. He/She has completed a Certified Asthma Educator Program, is credentialed in hyperlipidemia management by the National Pharmacy Cholesterol Council, certified as a Diabetic Educator through the Canadian Diabetes Association and also certified as a Menopause Education Consultant through the North American Menopause Society.

As a result of his/her broad training and significant practice experience, Dr. _____ is widely sought for his/her expertise. Most noteworthy examples include being asked by the Primary Health Care Services Branch of Saskatchewan Health to evaluate two primary care models involving pharmacists, thus providing a basis for inclusion of pharmacists in primary care teams, and he/she taking on a leadership role in the establishment of the Pharmacy Coalition on primary Care, an informal association involving provincial regulatory, community, hospital and academic pharmacists which concerned itself with defining the role of the pharmacist in primary care.

The College of Pharmacy and Nutrition Standard states that the University Standards will apply and that the candidate will be judged in reference to evidence of teaching ability and performance, and to the quality and quantity of research and scholarly work. In addition, the College expects that all faculty members will keep abreast of new and important contributions that relate directly to their area of specialization.

Dr. _____ has developed a very comprehensive background in a number of important therapeutic areas. He/She provides excellent leadership in these areas in the undergraduate pharmacy program and he/she has been recognized for her teaching ability and performance. He/She has well-established practice sites and is widely consulted for his/her expertise. The Committee was unanimous that she meets the standard for tenure.

Meets the standard: 10

Does not meet the standard: 0

4. Research, Scholarly or Artistic Work

Not Applicable.

5. Practice of Professional Skills

Dr. _____ provided a well-written statement in support of his/her contributions regarding the Practice of Professional Skills. In addition, his/her *curriculum vitae*, copies of published and submitted peer-reviewed articles, non peer-reviewed articles, technical reports, practice site consultations and solicited professional letters of support were considered by the Committee. The Chair also obtained confidential evaluations from professional colleagues familiar with Dr. _____'s contributions to professional practice.

For faculty members in the College of Pharmacy and Nutrition to be considered for tenure and promotion, the individual must be providing a professional service as part of their assigned duties and this service must involve a significant and continuous commitment of time.

For tenure as Assistant Professor, the College of Pharmacy and Nutrition uses the University Standards which require that the candidate be able to accept responsibilities, be able to demonstrate professional competence, have the ability to work effectively with colleagues and have established an effective professional relationship with clients or patients.

College Standards also expect that a clinical pharmacy faculty member will be an innovator in developing practitioner roles in patient care. The faculty member will act as a role model in performing activities such as direct patient interaction and consultation with health professionals to optimize patient care, attendance at rounds to perform therapeutic consultations, the provision of medication information to health professionals and the supervision of students and residents in a clinical setting.

As indicated above, Dr. _____ has established practice sites in the area of primary and ambulatory care. His/Her first exposure to clinical practice was at the multidisciplinary Cardiovascular Risk Factor Reduction Unit at Royal University Hospital. This was terminated due to conflicting teaching responsibilities and a parental leave. He/She has subsequently become involved with two important clinical settings – the Lakeside Medical Clinic and the Menopause Centre of Saskatchewan.

From the evidence provided in Dr. _____'s statement and that provided by professional colleagues, it is clear that the practice sites meet the requirements of providing a professional service which involves a significant and continuous commitment

of time. Moreover, there is very good evidence in support of fulfilling the various practice roles expected of clinical pharmacy faculty members involved in direct patient interaction and care. Dr. _____ participated in regular weekly activities which include direct patient interaction, consultation with health professionals (to optimize care), supervision of students (undergraduate, graduate and resident) provision of information to other health professionals and attendance at rounds. Finally, it is also clear that a multidisciplinary approach is an important part of his/her practice responsibilities which, in turn, is an integral part of the primary care model.

Dr. _____ also plays an important role in the annual Discovery Asthma Camp sponsored by the Saskatchewan Lung Association. This camp setting involves a multidisciplinary team of health professionals and counselors engaged in assisting children and families in dealing with asthma. The camp has become an important clinical practice experience for students.

Dr. _____ has made good progress in producing scholarly work. He/She has two published refereed articles, one non-refereed paper, three book reviews and two technical reports. In addition, he/she has four manuscripts submitted for consideration in refereed journals. Dr. _____ also has 10 abstracts (presented or accepted) on conference presentations. Moreover, he/she is widely sought for his/her expertise in various therapeutic areas and has nine invited lectures and approximately 30 presentations at Grand Rounds or professional education programs.

Finally, Dr. _____ is making some progress in obtaining research funding support. The most noteworthy is a research contract with Saskatchewan Health to evaluate primary care models involving pharmacists.

The Committee noted Dr. _____'s commitment to his/her practice, his/her interest and enthusiasm in fostering a pharmacist's role in primary care and his/her future scholarly activities, thus demonstrating a commitment to scholarly pursuits beyond tenure. The Committee was unanimous that Dr. _____ meets the College Standards for contributions to the Practice of Professional Skills.

Meets the standard: 10

Does not meet the standard: 0

6a. Contributions to Administrative Responsibilities

Dr. _____ has participated in the administrative affairs of the College by serving on the undergraduate Affairs Committee, the Pharmacy Program Management Committee and as the faculty representative to the Structured Practice Experience Program Advisory Committee. In addition, he/she has served as Seminar Coordinator, Library Liaison and the College of Pharmacy and Nutrition Faculty Association Representative.

Dr. _____ has also served as the Saskatchewan Hospital Pharmacy Residency Coordinator for a period of three years. The Residency Coordinator serves as a link

between the College and the various Saskatchewan programs, in addition to informing students and practitioners of available residency programs.

For tenure as Assistant Professor, the University Standards states that a 'fair and reasonable contribution to the affairs and committees of a non-departmentalized college is expected', although this is not a requirement for tenure.

The Committee was unanimous that Dr. _____ makes a fair and reasonable contribution to the administrative affairs of the College.

6b. Contributions to Extension Responsibilities

Not required.

7. Public Service and Contributions to Academic and Professional Bodies

This category of evaluation is not a required category for tenure as an Assistant Professor unless contributions are part of the duties of the position.

Dr. _____ has made significant contribution as outlined in his/her *curriculum vitae* and written statement. These activities include contributions to the public, community organizations, health regions and professional associations. Much of this activity is related to his/her expertise and contributions to professional practice.

General Comments:

The Committee considered the question, 'Shall tenure be granted?'

<i>In Favor</i>	<i>10</i>
<i>Opposed</i>	<i>0</i>
<i>Absent</i>	<i>4</i>
<i>Abstention</i>	<i>0</i>
<i>Leave</i>	<i>0</i>
<i>Excluded</i>	<i>0</i>

Motion carried.

Dennis K.J. Gorecki, Ph.D.
Dean of Pharmacy and Nutrition

Date