

**Department of Biostatistics
Guidelines for Faculty
Evidence of Excellence Statements**

**University of Kentucky
College of Public Health**

REGULAR TITLE SERIES FACULTY AND JOINT APPOINTMENTS

The Department of Biostatistics is committed to providing excellence in teaching, scholarly and collaborative research, and service. To sustain this commitment the department will maintain appropriate standards for assessing excellence and will mentor and monitor faculty to ensure that these standards are being met. Faculty evaluation for promotion and tenure will be based upon a continuing record of effective and committed teaching; innovative scholarship, substantive collaborative research, and effective service. All faculty members are expected to maintain these standards of excellence throughout their employment at the University of Kentucky.

Guidelines

Tenure and promotion to Associate Professor

Teaching: The successful candidate for promotion to Associate Professor with tenure will demonstrate a continuing record of high-quality and effective teaching, ability to direct MPH capstone projects, and the potential for advising doctoral students. A balanced teaching responsibility at the graduate level: MPH versus doctoral level is required unless otherwise specified in the terms of the appointment. It is desirable to demonstrate teaching expertise in both the small classroom setting and large lectures. Formal and informal advising for graduate students is an important aspect of teaching and is highly desirable. Teaching assessment will include a review of the candidate's quantitative and qualitative teaching evaluations conducted each semester and other student ratings and comments, and an evaluation of a teaching portfolio. A portfolio should contain a teaching philosophy statement, course syllabi and materials, letters from current and former students, departmental-, college-, or university-level teaching awards, and other materials that may attest to the candidate's teaching effectiveness.

Evidence of excellence in teaching includes:

- (i) Teaching evaluations that consistently exceed the college average at all levels: small classroom and large lecture;
- (ii) Student driven nominations for teaching awards at the college and/or university levels;
- (iii) Refereed teaching publications, preferably first authored;
- (iv) Writing innovative teaching materials;
- (v) Co-Directing high quality MPH capstone committees that result in refereed publications;
- (vi) Co-directing a doctoral dissertation;
- (vii) Receiving external or competitive internal funding to support teaching/learning projects.

Research: The successful candidate for promotion and tenure must demonstrate substantive, original, innovative intellectual contributions to scholarship through publication of research in appropriate venues and must demonstrate an ability to do collaborative research in a team setting. The candidate must also provide evidence of a long-term commitment to scholarly research and publication. Scholarly accomplishment will be measured by work published and, where appropriate, external funding. Scholarly journal papers, book chapters, and book manuscripts should be placed in high quality peer-reviewed outlets, those journals and presses generally regarded by colleagues in one's sub-discipline as the top tier publications as reflected in their selectivity, influence, and reputation for publishing innovative scholarship. While collaborative research with colleagues or students is encouraged, it is also important that one demonstrate scholarly independence and leadership. Multi-disciplinary research and publication is expected, but such work should include, either within that publication or perhaps in a separate one, substantive contributions to our discipline. Generally, research work whose only publication outlet is in non-refereed proceedings and volumes or appears in low impact journals are of little value in a promotion dossier. Evaluation by external reviewers is required for the promotion dossier.

Evidence of excellence in research includes:

- (i) First authored manuscripts in high quality, refereed journals;
- (ii) Extramural funding to support scholarly research; preferably as principal investigator;
- (iii) A substantive record of collaborative publications in high quality, refereed journals that emanate from funded collaborative projects and that use in a clear way modern statistical methodology; some of these publications should be first authored;
- (iv) Extramural funding to support collaborative research at the recommended college level (currently 25% of the salary supported by the College of Public Health); this portfolio should include participation in large research projects such as program project awards and or Research Center Core support;
- (v) Awards and other formal acknowledgements by peers at regional and national levels;
- (vi) Presentation of invited papers at international and national meetings;
- (vii) Creating and publishing novel statistical software.

Service: The efficient and productive functioning of the department, college, university, and one's disciplinary organization is the net product of collaborative effort by all unit members. Active and contributive service on departmental, college, and university committees as well as to academic organizations is expected and is considered demonstrative of one's contribution to the academic community. Evidence of excellence includes:

- (i) Election to office at the regional and national level;
- (ii) Membership of review panels for intramural and extramural funding agencies;
- (iii) Regular reviewing of manuscripts in high quality journals;
- (iv) Serving as program chair or in similar position at a regional/national meeting;
- (v) Serving as consultant at the regional/national/international level;
- (vi) Contributing in a significant way toward improving public health practice;

Promotion to Professor

Promotion to Professor requires that the faculty member has realized the professional promise implicit in the award of tenure. They must be recognized by distinguished peers nationally and internationally as having achieved a renowned research record in their chosen sub-discipline. They must maintain the standards of productivity and excellence in research expected for promotion and tenure. Furthermore, the prospects of future contributions will be considered. They must maintain the standards of excellence in teaching expected for promotion and tenure. They are expected to direct doctoral dissertations and to provide support for graduate students, as appropriate. Where appropriate, they are expected to contribute to curriculum development, innovative approaches to existing courses, and/or educational outreach. Published introductory textbooks are considered to be contributions to educational outreach and service to the professional community. A record of recent external funding is expected. They are expected to contribute significantly to the functioning of the department and provide a high level of service to the college, university, the larger community, as well as their discipline. Evidence of excellence includes items listed above for promotion from the assistant professor level except where the bar for excellence has been raised as indicated below:

Teaching:

- (i) Direct doctoral dissertations that result in refereed publications;
- (ii) Win a teaching award at the College or University level;
- (iii) Author a textbook or equivalent teaching materials;
- (iv) Write new, innovative curricula;
- (v) Secure extramural funding to train graduate students.

Research:

- (i) Establish a record of regular research funding to support scholarly research;
- (ii) Direct an extramurally funded core in biostatistics in a large grant;
- (iii) Secure extramural funding for a service center such as a data coordinating center;
- (iv) Frequent citation of publications.

Service:

- (i) Election to a national or international office;
- (ii) Editor or Associate editor of a high quality journal;
- (iii) Member of a standing grant review committee at the national level;
- (iv) Serving an administrative leadership role at the college or university level;
- (v) Serving as an officer in the Faculty Senate.

Guidelines for Full Professors

Full professors are expected to maintain the standards of productivity and excellence in teaching, research, and service required for promotion to the rank of professor. They are expected to mentor and support faculty development at all ranks. Continued external funding is expected. They are expected to continue to contribute significantly to the functioning of the department, college and university and to provide leadership and support for faculty and students alike. They are expected to promote the reputation of the department not only in the University, but also in the national and international biostatistical community.