

**Department of Health Behavior
Guidelines for Faculty
Evidence of Excellence Statements**

**University of Kentucky
College of Public Health**

REGULAR TITLE SERIES FACULTY MEMBERS

The Department of Health Behavior is committed to providing excellence in teaching; scholarly, individual and/or collaborative research; and service. To sustain this commitment the Department will maintain appropriate standards for assessing excellence and will mentor and monitor faculty to insure that these standards are being met. Faculty evaluation for promotion and tenure will be based upon demonstrated development and progress toward excellence, evident across these domains: a continuing record of outstanding and committed teaching, innovative scholarship, substantive research, and effective service. All faculty members are expected to maintain these standards of excellence throughout their employment at the University of Kentucky.

Guidelines

For the Department

The Department of Health Behavior, Department Chair, and faculty members have established standards to ensure that only fully deserving faculty members are promoted. In this regard, the following guidelines provide a reference for both the faculty member under consideration and the Department Chair to assist in developing an outstanding faculty member. The Chair and senior faculty members (Full Professors) within the department have the responsibility to consistently and regularly inform and document the progress of each assistant and associate faculty member with respect to evidence of excellence, as this would relate to his or her candidacy for promotion.

For the Faculty Member

Tenure and Promotion to Associate Professor

The rank of Associate Professor, with tenure, represents advanced standing in academia and it represents a lifetime commitment on the part of the Department, College, and University to support the academic endeavors of the person holding this rank. Advancing to this rank requires a demonstration of proficiency in research, teaching, and service. The purpose of this document is to operationalize this proficiency. The candidate will be asked to present a dossier and provide a “job talk” that demonstrates adequate proficiency for advancement.

Teaching: The successful candidate for promotion to Associate Professor with tenure will have demonstrated a continuous record of high-quality teaching, served on committees, have the capacity for directing or co-directing master’s and doctoral level students, and demonstrated potential for advising doctoral students. Quality teaching, at the graduate level, is held in high-esteem in the Department. The successful candidate for promotion to Associate Professor with tenure must therefore establish his/her excellence in this arena of the academy. Although overall teaching evaluation scores are important, it is widely recognized that teaching includes student advising, capstone committee work, writing instructional documents such as textbooks, and serving on CPH committees (or national committees) that shape the coursework and academic structures that define the available degree

programs. The teaching portfolio should be a featured part of the candidate's job talk and the talk should include an in-depth defense of that portfolio as demonstrating excellence in teaching. A portfolio should contain a teaching philosophy statement, course syllabi and materials, departmental, college, or university-level teaching awards, and other materials that may attest to the candidate's teaching effectiveness.

Research: Because the University of Kentucky is a research institution and because research is highly valued in the Department of Health Behavior, demonstrating proficiency in research is mandatory for promotion to this rank. The successful candidate will be able to show that she/he has established a well-defined research agenda – one that is tightly centered on a focal point that is significant in public health research and practice. The candidate should be able to provide extensive evidence that she/he has become known for work in this defined area of research. The best evidence is a publication record in peer-reviewed journals, followed by book chapters, oral conference presentations, and poster presentations at professional meetings. A dossier that includes multiple peer-reviewed publications (in press or published) within the field of health behavior will constitute “best evidence” of research. Given the teaching and service load, the applicant should strive to publish at least two articles in peer reviewed journals each year. It is preferable to publish manuscripts that follow a research trajectory thereby demonstrating expertise in at least one very specific area of health behavior research. The candidate is invited to demonstrate research proficiency, during the job talk, using other levels of evidence (book chapters, conference presentations, etc.). By the time of candidacy for Associate rank, with tenure, the candidate should have been awarded (as PI) at least one externally funded grant that she/he can defend as being a substantial “forerunner” to a grant of an R01 magnitude. The connections between this grant and the candidate's record of scholarship around the chosen focal point should be clearly articulated during the job talk. The job talk should also show how the record of scholarship, combined with at least the one grant, will lead to obtaining a grant of an R01 magnitude. Candidates who have already received an R01 (or grant of a similar magnitude) should describe their plans for the next R01 (or grant of a similar magnitude). Although not required, candidates who can also demonstrate research proficiency at a broad-level will be evaluated favorably. Broad-level proficiency includes research and scholarship that has a wide impact on public health such as theory, methods, and policy. Again, the best evidence of this proficiency comes from a publication record in peer-reviewed journals, followed by book chapters, oral conference presentations, and poster presentations at professional meetings.

Service: Service records are also important. Although service to the Department, the College, and the University are all valued, the successful candidate must also demonstrate a record of service to the profession. Evidence of this service includes serving on NIH or CDC study sections, serving on editorial boards, serving as a reviewer for various journals, and serving as a committee member in professional organizations such as APHA and SOPHE.

Promotion to Professor

Promotion to the rank of Full Professor requires that the faculty member has realized the professional promise implicit in the award of tenure. He or she must be recognized by distinguished peers nationally and internationally as having achieved a renowned record in chosen area/s of scholarship and research. The faculty member must maintain standards of productivity and excellence in scholarship and research expected for promotion and tenure. Furthermore, the prospects of future contributions will be considered. He or she must maintain standards of excellence in teaching expected for promotion and tenure.

The academic rank of full professor, with tenure, represents a pinnacle of achievement and the highest standing in academia. A Full Professor is respected as a leader, a role model, a mentor, and a devoted scholar. Advancing to this rank requires a demonstration of excellence in research, teaching, and service. The level of “excellence” expected in a full professor is national recognition at a minimum with international recognition being desired. The purpose of this document is to operationalize the minimal level of excellence required before an Associate Professor will be considered for advancement to the rank of Full Professor.

Guidelines for Full Professors

Because the University of Kentucky is a research institution and because research is highly valued in the Department of Health Behavior, demonstrating proficiency in research is mandatory for promotion to this rank. The successful candidate will be able to show that she/he has established a well-defined research agenda – one that is tightly centered on a focal point that is significant in public health research and practice. The candidate should be able to provide extensive evidence that she/he has become nationally known and respected for work in this defined area of research. The best evidence is a publication record in peer-reviewed journals, followed by book chapters, oral conference presentations, and poster presentations at professional meetings. A dossier that includes no less than 30 peer-reviewed publications (in press or published) within the field of health behavior is expected.

The candidate for full professor should have been awarded as PI (principal investigator) at least one externally funded grant lasting for five or more years. The department does not require that this grant be federally-funded and the amount of funding from the grant is not as relevant as being the principal investigator of such a grant.. Instead, the department wants to see evidence that the research grant is widely respected as advanced-level funding. The best objective marker demonstrating advanced-level funding is a long-term (5-year) grant.

Quality teaching, at the graduate level, is held in high-esteem in the Department. The successful candidate for promotion to full professor must therefore establish his/her excellence in this arena of the academy. Although overall teaching evaluation scores are important, it is widely recognized that teaching includes student advising, capstone committee work, writing instructional documents such as textbooks, and serving on CPH committees (or national committees) that shape the coursework and academic structures that define the available degree programs. The teaching portfolio should be a featured part of the candidate’s dossier and he/she should include an in-depth defense of that portfolio as demonstrating excellence in teaching.

Service records are also important. Although service to the Department, the College, and the University are all valued, the successful candidate must also clearly demonstrate a past and current record of service to the profession at the national and/or international level. Evidence of this service includes serving on NIH or CDC study sections, serving on editorial boards, serving as a reviewer for various journals, and serving as a committee member in professional organizations such as APHA and SOPHE.