University of Kentucky

 College of Health Sciences

**HCS Evidences for Appointment, Promotion and Tenure**

# Narrative

* The DOE and position description will be determinants of the faculty member’s evaluation in each of the mission areas.
* The faculty of the College of Health Sciences values the broadened scope of scholarship as defined by Boyer, including the scholarship of discovery, integration, application, teaching, and engagement.
* Required and expected evidences are indicated. Additional evidences contributing to high merit are provided to be illustrative and are not in a particular order. It is not expected that candidates will demonstrate all additional evidences. In all cases, both the quality and the quantity of the contributions will be considered.

# Special Title Series

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| **Rank** | **Must demonstrate (CHS criteria)****(Administrative regulations criteria)**  | **Evidences** |
| **Assistant Professor** | * Educational/degree attainment appropriately related to area of appointment
* Professional certification (if appropriate)
* Demonstrated potential for excellence in teaching
* Clinical competence (as appropriate)
* Evidence of substantive professional participation with potential for growth in professional/scholarly recognition
 | *Required** Minimum of terminal degree in field or a related area
* Licensure, certification as appropriate

*Expected (in alignment with Position Description and DOE)** Capability for excellent instruction as measured by documented teaching experiences.

*Additional evidences** Documentation of clinical practice competence if clinical work is a focus (e.g., supervisor evaluations, awards, patient evaluations, productivity, clinical educator evaluations or advanced certification)
* Student admissions, advising and recruitment; curriculum coordination and development.
* Capability for growth in scholarly activity as assessed by research experience, publications, or presentations.
* Contributions to diversity, equity, and inclusion
* Contributions to local or state professional settings (e.g., professional organizations, clinics, businesses)
* Demonstrated commitment to pursue higher degree or specialty certification/advanced training as needed and agreed upon in initial negotiation and documented in DOE.
* Demonstrates innovations in clinical program and outstanding engagement with clinical community.
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| **Associate Professor** | **Meets the criteria for assistant professor, plus:*** Demonstrates high achievement in the areas of teaching, advising and other instructional activities
* Demonstrates significant contributions in professional, university and public service
* Is recognized for professional and scholarly activities.
 | *Required* * Demonstrated progress in pursuit of higher degree or specialty certification/advanced training (as agreed upon in initial negotiation and ongoing consultation with chair).

**Teaching, Advising and Other Instructional Activities***Expected (in alignment with Position Description and DOE)** + Demonstrate evidence of continuous improvement in abilities related to teaching, advising and mentorship of students as evidenced through teaching portfolio and CV
	+ Recognition of teaching abilities through student evaluations, teaching awards, commendations, peer evaluations, or invited consultations and presentations

*Additional evidence* * + Teaching contributions in educational programs outside of primary appointment (interprofessional contributions)
	+ Educational contributions to other professionals and community members (e.g., continuing education, invited presentations, workshops, and demonstrations)
	+ Administrative role in teaching mission (e.g., Director of Undergraduate Studies, Program/Unit Director, Practicum Coordinator, Director of Graduate Studies, /Coordinator, Accreditation Self-study Coordinator,)
	+ Contributions to diversity, equity, and inclusion
	+ Contributions to teaching mission within program; curriculum development
	+ Participation in doctoral programs through instruction, mentoring and doctoral committee participation as appropriate.
	+ Participation in accreditation activities related to own program as appropriate

**Professional and Scholarly Activity***Expected (in alignment with Position Description and DOE)** + Peer reviewed publications or presentations at professional conferences

*Additional evidences** + Participation in grants
	+ Mentoring students in research/scholarship
	+ Development and dissemination of manuals, chapters, multimedia programs, clinical education innovations in support of teaching and professional practice.
	+ Development and dissemination of professional practice innovations (if applicable) such as innovative approaches to examination and intervention, patient care organizational strategies.
	+ Professional commendations/awards
	+ Recognition via interviews, broadcasts, print media, podcasts, or social media
	+ Publications, presentations, grant activities, creative projects, white papers, clinical or educational guidelines.
	+ Scholarly collaborations at department, college, or university levels
	+ Participation in accreditation activities related to own program or to the profession (e.g., accreditation site visitor, appointment to review of accreditation standards, or self-study reviewer)

**Service**  *Expected (in alignment with Position Description and DOE)** Participation in Department/College committees, task forces, governance bodies
* Participation in community or clinical activities related to professional expertise and the University mission.
* Contributions to relevant state, regional or national professional organizations.
* Contributions to diversity, equity, and inclusion
* Reviewer for journals, books, grants
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| **Rank** | **Must demonstrate (CHS criteria)** | **Evidences** |
| **Professor** | **Meets the criteria for associate professor, plus:*** Demonstrates high achievements in the areas of teaching, advising and other instructional activities
* Demonstrates significant contributions in professional, university and/or public service
* Has earned external recognition for excellence in professional, educational, and/or scholarly activities.
* Recognition should be on a regional or national level in the field of assignment.
 | *Required** Doctoral level degree in profession or related field

**Teaching, Advising and Other Instructional Activities***Expected (in alignment with Position Description and DOE)** + Demonstrate evidence of continuing improvement in abilities related to teaching, advising and mentorship of students as evidenced through teaching portfolio and CV
	+ Recognition of teaching expertise through student evaluations, teaching awards, commendations, or invited consultations and presentations
	+ Demonstrated mentorship of faculty, staff, and students in teaching

*Additional evidences** + Recognized teaching contributions to educational programs outside of primary appointment (interprofessional contributions)
	+ Recognized educational contributions to other professionals and community members (e.g., continuing education, invited presentations, workshops, and demonstrations).
	+ Mentorship of graduate or professional students to thesis/research project completion
	+ Relevant contributions to assessment programs (e.g., overall curriculum assessment, graduate outcomes, student learning outcomes, clinical outcomes).
	+ Leadership role in teaching mission (e.g., Director of Undergraduate Studies, Program/Unit Director, Curriculum Chair/Coordinator, Accreditation Self-study Coordinator, Director of Clinical Education, Practicum Coordinator, Standards and Progression Chair)
	+ Significant participation in accreditation activities related to own program or to the profession (e.g., accreditation site visitor, appointment to review of accreditation standards, or self-study reviewer)
	+ Contributions to diversity, equity, and inclusion
	+ Major role in substantial curriculum revision or development of new educational programs/initiatives
	+ Administrative role in Program, Department, College, University which results in substantial advancement of the teaching mission.

**Professional and Scholarly Activity***Expected (in alignment with Position Description and DOE)** + Peer reviewed publications
	+ Presentations at national and/or international conferences

*Additional evidences** + Participation in research grants
	+ Author of book chapters in field or white paper
	+ Citations of work
	+ Development and dissemination of innovative teaching technologies (e.g., multimedia programs)
	+ Professional commendations/awards
	+ Contributions to diversity, equity, and inclusion
	+ Demonstrated mentorship of faculty, staff, and students in research/scholarship
	+ Scholarly collaborations at dept/college/university levels
	+ Recognition via regional, national, or international interviews/broadcasts/print media, podcasts, or social media
	+ Copyrights, intellectual property
	+ Creation of professionally recognized clinical or educational guidelines.

**Service** *Expected (in alignment with Position Description and DOE)** + Participation in University committees, task forces, governance bodies
	+ Leadership role at the University, college, or professional level
	+ Substantial participation in community or clinical activities related to professional expertise and mission of the University.
	+ Contributions to diversity, equity, and inclusion
	+ Contributions to national or international professional organizations, task forces, boards
	+ Reviewer for journals or book
	+ Grant review panel
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