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. |
| **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 |