

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Robert DiPaola, Provost and Co-Executive Vice President for Health Affairs



ACADEMIC STRENGTH

Faculty Advancement



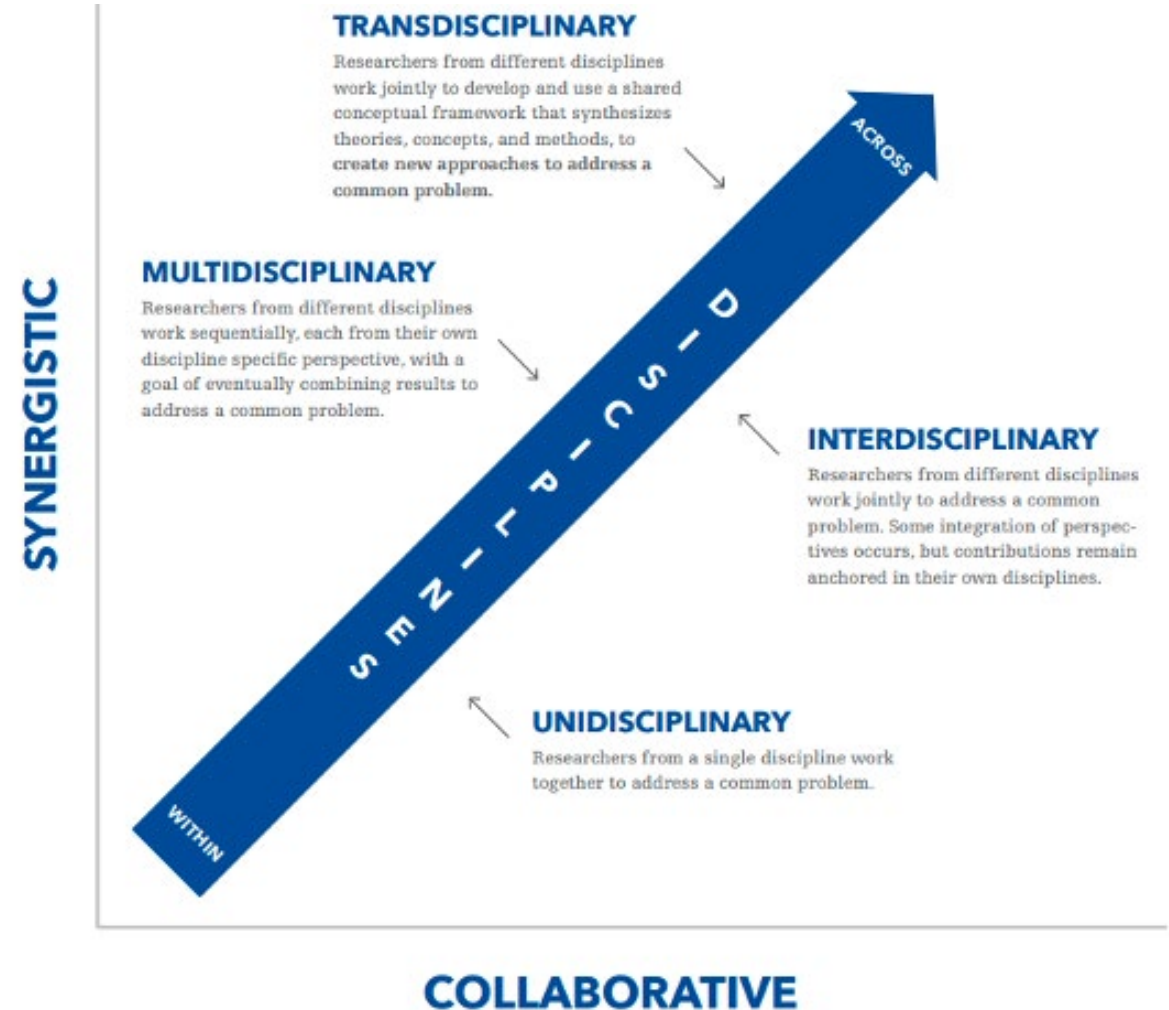
Approach to enhance sustainability and innovation

- Mission driven
- Engage talent
- Further enhance transdisciplinary strategy
- Expand models of support and sustainability
- Assessment
- Impact — cultural, health and well-being, economic, social — especially for Kentucky

ACADEMIC STRENGTH

Faculty Advancement

- The 3E Approach:
 - Experts
 - Experience
 - Evidence
- Bring experts to the table earlier to make informed decisions and take on challenges and opportunities, while enhancing teamwork and leadership
- Multidisciplinary versus interdisciplinary versus transdisciplinary



Rosenfield P. L. (1992). The potential of transdisciplinary research for sustaining and extending linkages between the health and social sciences. *Social science & medicine* (1982), 35(11), 1343–1357.
[https://doi.org/10.1016/0277-9536\(92\)90038-r](https://doi.org/10.1016/0277-9536(92)90038-r)

OFFICE FOR FACULTY ADVANCEMENT

To provide support and resources to enhance faculty careers

- This is done by partnering with units to recruit, support, retain and develop a dynamic faculty. Professional development opportunities, promotion of leadership development and celebration of achievements in teaching, scholarship and service are offered. Information systems are leveraged to tell a comprehensive story of the faculty experience at the University of Kentucky.



Overview

- **Faculty (and staff) development programs**
- **Leadership development programs**
- Faculty and staff coaching
- Faculty hiring process
- Appointments, Promotion and/or Tenure (APT) reviews
- Faculty offer letters and retention
- Faculty compensation
- **Exit interviews**
- Wethington awards
- Teaching awards
- Administrative appointments
- Sabbatical and other leave reviews
- **Performance evaluations**
- New faculty orientation
- Faculty Temporary Disability Leave (TDL)/ Family Medical Leave (FML) approval
- Retirements/phased retirements
- Form F (overload) reviews
- **Appeals (performance evaluations, distribution of effort assignments, appointments)**
- Nepotism reviews
- Individual consultations and support (personnel matters)
- Unit rules and statements of evidence reviews
- Teacher Course Evaluations
- Faculty database systems

Faculty Development Programs

- **Emerging Leaders Academy**
- **Promotion and Tenure (P&T) Workshop Series**
- Sabbatical Showcase
- WELD Faculty and Staff Leadership Development Program
- Conflict Management Workshop
- Conflict of Interest Overview and Training
- Department Chair Town Halls (monthly)
- New Department Chairs Orientation
- Southeastern Conference (SEC) Faculty Travel Program

Emerging Leaders Academy

- Purpose
 - To encourage mid-career faculty and professional staff to consider leadership career paths and to guide them in developing the essential skills for effective institutional leadership
- Held September 2024-April 2025
 - Initial meeting occurred on Sept. 17, 2024
- Number Enrolled/Completed
 - 17
 - 15 faculty
 - 2 staff



Promotion and Tenure Workshop Series

- Purpose
 - To help support faculty promotion preparation and success
 - Includes workshops for faculty and are appropriate for faculty at any career stage — the earlier you understand the promotion process, the less intimidating it may be
- Workshop areas
 - The Role of Leadership and Administration
 - College APT and Provost Area Committees
 - Faculty Promotion: Strategies for Success
 - Total of nine workshops, each held twice
- Number attended
 - 119 in 2024
 - 2025 cycle underway
 - 81 participants year-to-date



Promotion and Tenure (P&T) Workshop Series

The Role of Leadership and
Administration

Faculty Promotion: Strategies
for Success

College APT and Provost
Area Committee

**Leading Your Faculty Through
Promotion/Tenure Process**

Feb. 4 and 26

**Professionalism in
Performance Evals and
Dossier Review**

Feb. 6 and 25

**Helping Faculty Prepare a
Successful Dossier**

March 25 and April 18

P&T Prep for Tenure Tracks

March 11 and 12

Promotion to Senior Lecturer

March 12 and 13

Promotion in Clinical Titles

March 13 and 26

Promotion in Research Titles

March 25 and April 2

From Associate to Full Professor

March 27 and April 4

**College APT Committee
Process and
Responsibilities**

Sept. 10 and 16

Promotion Success Rates, Calendar Years 2020-2024

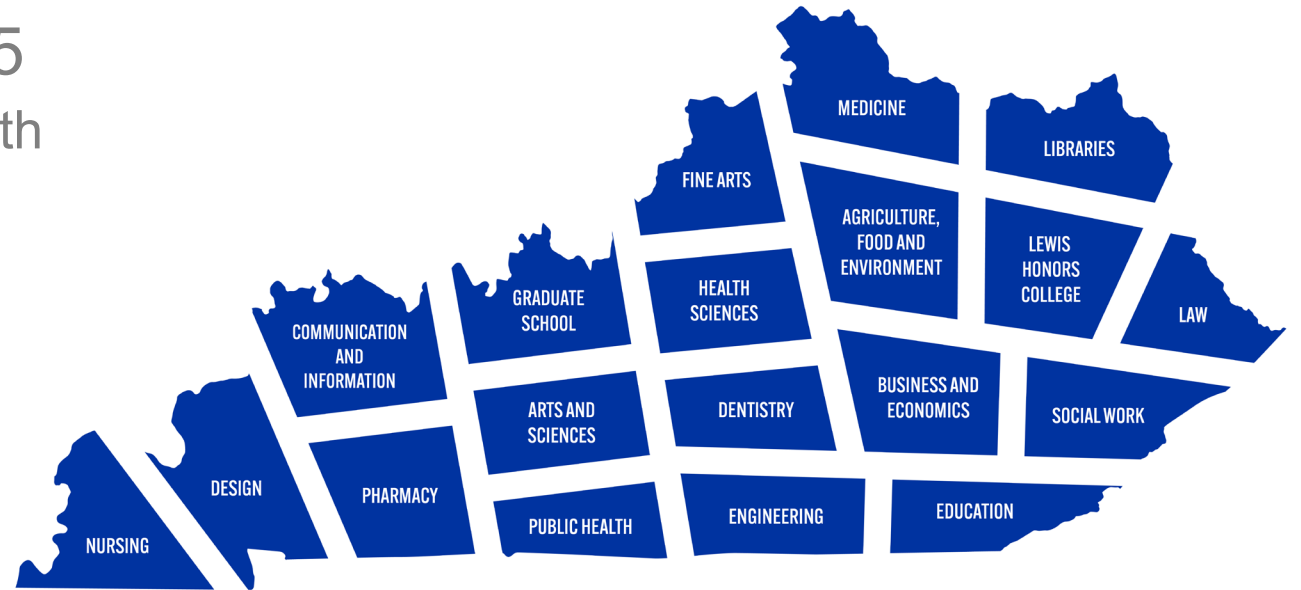
	2024			2023			2022			2021			2020		
Promotion to:	Attempts	Successful	Success Rate	Attempts	Successful	Success Rate	Attempts	Successful	Success Rate	Attempts	Successful	Success Rate	Attempts	Successful	Success Rate
All Ranks	193	190	98.45%	167	166	99.40%	166	164	98.79%	189	186	98.41%	171	166	97.07%
Senior Lecturer	20	19	95%	11	11	100%	17	17	100%	9	8	88.89%	11	11	100%
Assistant Professor	6	6	100%	0	N/A	N/A	2	2	100%	9	9	100%	1	1	100%
Associate Professor	88	86	97.73%	96	95	98.96%	82	81	98.78%	112	110	98.21%	90	87	96.67%
Professor	76	76	100%	56	56	100%	61	60	98.36%	54	54	100%	64	62	96.88%
Librarian I	1	1	100%	0	N/A	N/A	1	1	100%	2	2	100%	1	1	100%
Librarian II	1	1	100%	3	3	100%	2	2	100%	0	N/A	N/A	3	3	100%
Librarian III	1	1	100%	1	1	100%	1	1	100%	3	3	100%	0	N/A	N/A

Leadership Development Events

- Chairs' Academy I and II
- **Department Chair Town Halls (monthly)**
- New Department Chair Orientation
- New Dean Orientation and Onboarding
- Southeastern Conference (SEC) Academic Leadership Development Program
- Kentucky Council on Postsecondary Education (CPE) Leadership Academy

Department Chair Town Halls

- Purpose
 - An opportunity for department chairs and other college-level administrators to build a network of peers, get answers to questions or challenges and revisit those topics that may have been covered in other Office for Faculty Advancement programs
 - Meetings are a way to continue ongoing leadership development and peer support
- Held August 2024 through May 2025
 - Noon on second Tuesday of each month
- Common themes
 - Mentoring
 - Peer-to-peer collaboration
 - Conflict and issue management
 - **Budget management**



Faculty and Staff Professional Coaching

- To help grow and refine leadership skills
- New in 2025



Jennifer Greer
Dean, Communication
and Information



Kenneth Jones
Assistant Provost for
Faculty Development



Lisa Tannock
Associate Provost for
Faculty Advancement



Bill Verble
Director of Provost HR
Business Partners

Faculty Hiring and Appointment Process

- **Review of proposed appointment type, title series, distribution of effort and compensation**
- Ensure clarity in offer letters
- Developed workflow to address
 - Funding approvals
 - Search authorizations
 - Offer letters
 - Appointment documentation verifying SACSCOC requirements
- Since July 2022, 636 faculty have been hired by the University

Center for the Enhancement of Learning and Teaching (CELT)

- Mission
 - Advance UK's educational mission through
 - Collaboration with faculty, staff and students
 - Partnerships with academic and administrative units
 - Leadership on the issues and opportunities impacting teaching and learning in higher education
- CELT is a transdisciplinary hub, incubator, expert and advocate for educational excellence and innovation at UK



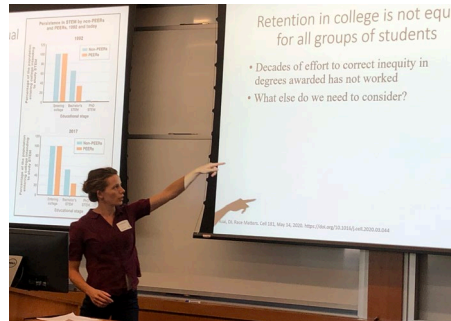
What does CELT do?

- Offers individual and group support (e.g., consultations, mentorship, just-in-time support)
- Hosts events and workshops for instructional and curricular development
- Facilitates midterm student feedback sessions that yield actionable insights on learning
- Runs programs such as the Teaching Innovation Institute, Transdisciplinary Educational approaches to advance Kentucky (TEK) Faculty Fellows, digital badges and faculty learning communities
- Partners on research, scholarly projects and grants with educational components



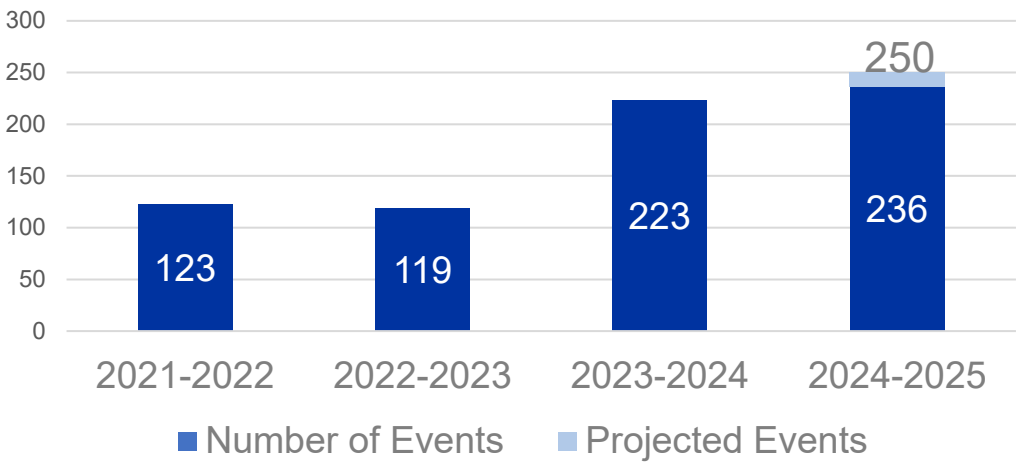
UK Teaching Excellence Symposium

- Inaugural 2023 UK Teaching Excellence Symposium held on Oct. 13, 2023
 - 250 participants and 52 presenters, representing 14 colleges and 31 departments
 - Presenters included tenured and tenure-track faculty as well as lecturers, postdocs and graduate students
- Michelle Miller, professor of psychology at Northern Arizona University and author of “Remembering and Forgetting in the Age of Technology” (2022), delivered the keynote titled “Realizing the Promise of Teaching with Technology: Insights from Learning Sciences.”
- The second symposium is planned for 2025

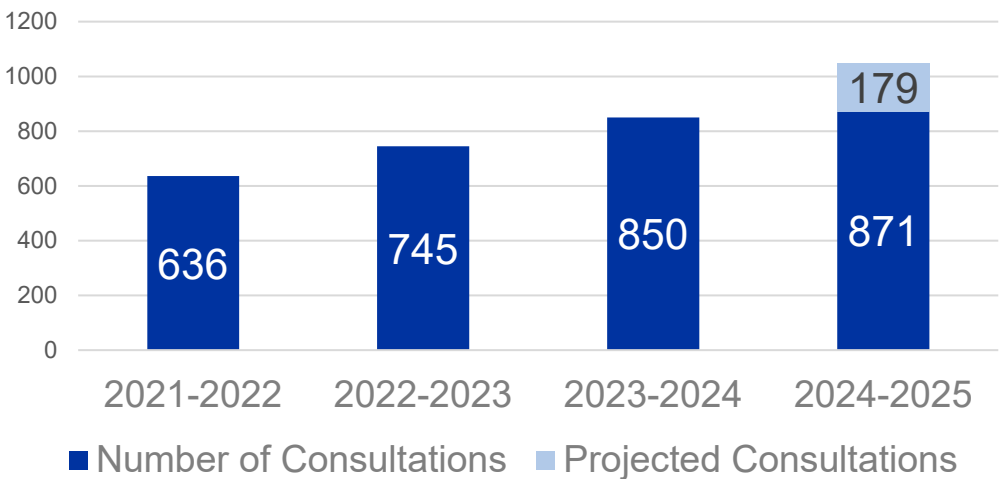


Engagement across all instructional support activities has increased

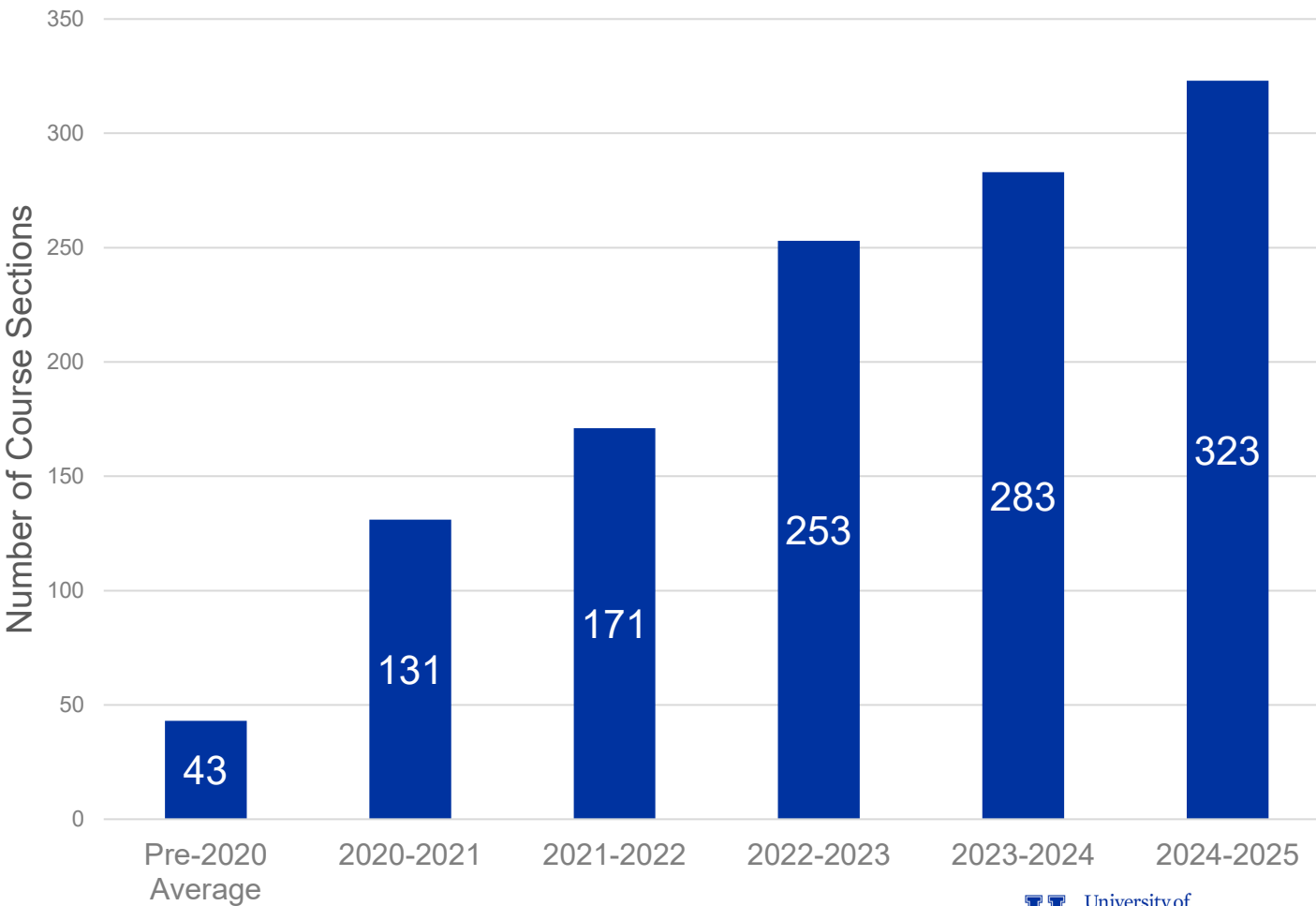
CELT Events



CELT Consultations



CELT Midterm Student Feedback on Learning



QUESTIONS

