UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

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

Rebecca Thomas, Associate Provost for Faculty Advancement

- Faculty Productivity Structure

  - Productivity: Examples of Colleges and Faculty

  - House Bill 424

  - New Faculty Productivity Model

  - ASACR 6: UK FRAME: Feedback-Responsive Allocation, Metrics and Evaluation

PRODUCTIVITY: EXAMPLES OF COLLEGES AND FACULTY

PRODUCTIVITY | COLLEGE EXAMPLES

College A

● Instruction DOE %   ● Research DOE %
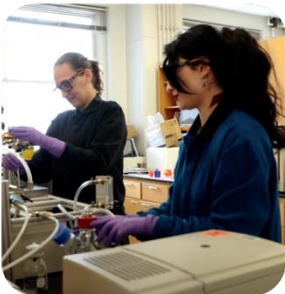
43.3%
33.3%

DEGREES PER FACULTY
12.77
Number of student degrees awarded per full-time-equivalent faculty member.

EXTERNAL RESEARCH COMP
3.6%
Portion of total research compensation funded by external sources.

FACULTY ATTEMPTED CREDIT HOURS (ACH)
97K → **ACH PER FACULTY** **749**
Total number of attempted credit hours taught by faculty.
Average number of attempted credit hours taught per faculty member.

College B

● Instruction DOE %   ● Research DOE %
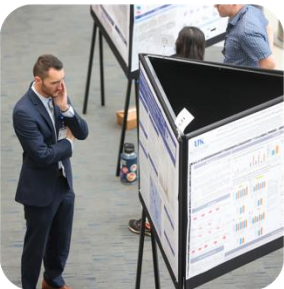
22.2%
54.1%

DEGREES PER FACULTY
3.56
Number of student degrees awarded per full-time-equivalent faculty member.

EXTERNAL RESEARCH COMP
89.6%
Portion of total research compensation funded by external sources.

FACULTY ATTEMPTED CREDIT HOURS (ACH)
13K → **ACH PER FACULTY** **268**
Total number of attempted credit hours taught by faculty.
Average number of attempted credit hours taught per faculty member.

College C

● Instruction DOE %   ● Research DOE %

44.2%
31.8%

DEGREES PER FACULTY
3.10
Number of student degrees awarded per full-time-equivalent faculty member.

EXTERNAL RESEARCH COMP
20.2%
Portion of total research compensation funded by external sources.

FACULTY ATTEMPTED CREDIT HOURS (ACH)
249K → **ACH PER FACULTY** **516**
Total number of attempted credit hours taught by faculty.
Average number of attempted credit hours taught per faculty member.

College D

● Instruction DOE %   ● Research DOE %

62.8%
23.1%

DEGREES PER FACULTY
31.85
Number of student degrees awarded per full-time-equivalent faculty member.

EXTERNAL RESEARCH COMP
59.0%
Portion of total research compensation funded by external sources.

FACULTY ATTEMPTED CREDIT HOURS (ACH)
64K → **ACH PER FACULTY** **700**
Total number of attempted credit hours taught by faculty.
Average number of attempted credit hours taught per faculty member.

☐ indicates top performing college in metric   * Data reflect information from 2024-25 Academic Year and CPM metric business rules, where applicable

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PRODUCTIVITY | FACULTY EXAMPLES

FACULTY A
Regular Professor
Gatton College of Business and Economics

- Instruction DOE %
- Research DOE %
- Service DOE %

20%	
70%	
10%	
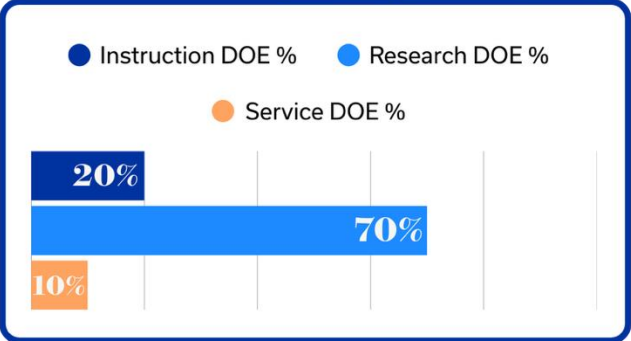
HIGHLIGHTS

- Six publications in journals in the **top 50 tier of leading academic** and practitioner journals in faculty's field have a collective 18,757 citations
- **Co-developed software** for social network analysis which has been cited 13,779 times
- Holds an endowed chair and is a **University Research Professor**

FACULTY B
Regular Professor
College of Medicine

- Instruction DOE %
- Research DOE %
- Service + Professional Development DOE %

4%	
95%	
1%	
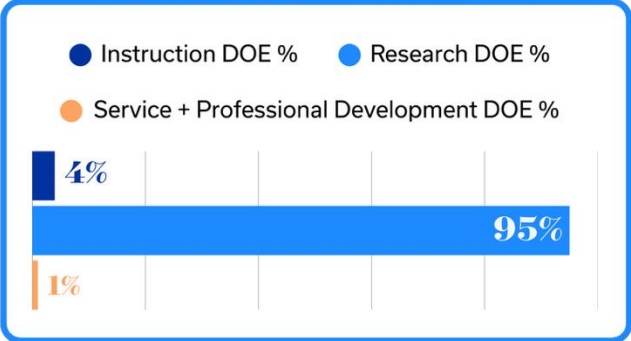
HIGHLIGHTS

- **High external research comp**
- Published 11 manuscripts
- Presented at **two international meetings**, gave invited seminars internationally
- Served on two NIH study sections
- Mentored three PhD students, one MD/PhD student and three postdocs

FACULTY C
Special Assistant Professor
Martin-Gatton College of Agriculture, Food and Environment

- Instruction DOE %
- Service DOE %
- Administration DOE %

76%	
9%	
15%	

HIGHLIGHTS

- Holds two director roles
- A **Bill Gatton Foundation Early Career Professor**
- **Scholarship of Teaching and Learning (SoTL) publications**
- Undergraduate and graduate student committees
- Curriculum development
- Various teaching awards from UK and statewide

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* Data reflect information from 2024-25 Academic Year and CPM metric business rules, where applicable
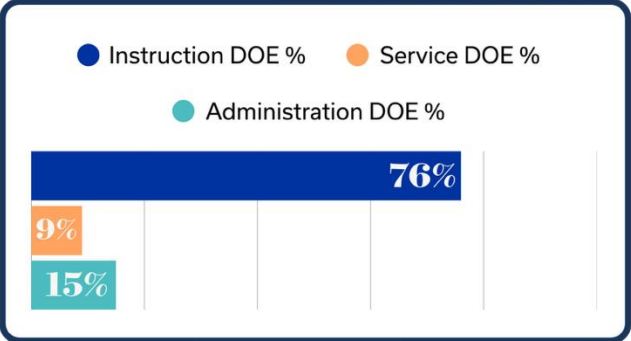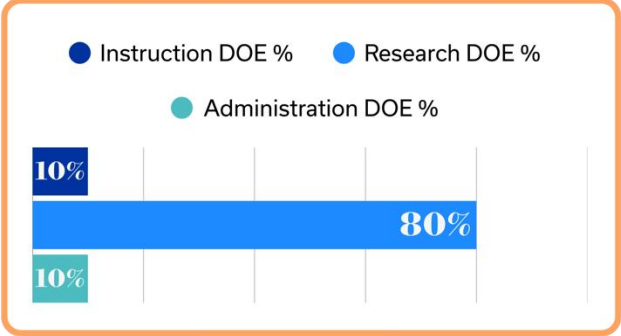
PRODUCTIVITY | FACULTY EXAMPLES

FACULTY D
Regular Professor
Stanley and Karen Pigman College of Engineering

- Instruction DOE %
- Research DOE %
- Administration DOE %

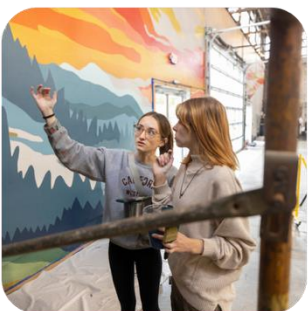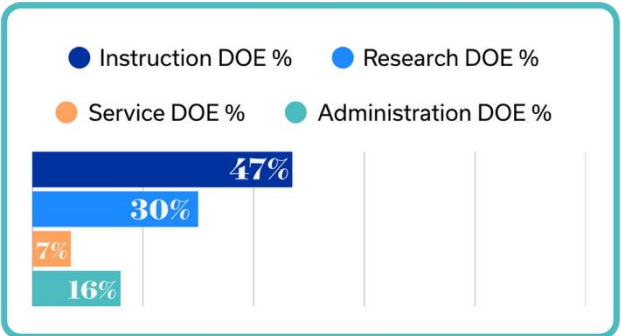|	
Instruction	10%
Research	80%
Administration	10%

HIGHLIGHTS

- **$3M/year** in agency-funded research for the past decade
- **$33M+** in foundation and government grants since 2015 (federal and international)
- **$2M+** raised in philanthropic support for UK
- Featured on 60 Minutes and covered by major national and international outlets, including **The New York Times, Washington Post, Wall Street Journal, Smithsonian, National Geographic, The Guardian, The Times of London, BBC and Der Spiegel**

FACULTY E
Regular Professor
College of Fine Arts

- Instruction DOE %
- Research DOE %
- Service DOE %
- Administration DOE %

|	
Instruction	47%
Research	30%
Service	7%
Administration	16%

HIGHLIGHTS

- More than 30 years leading a world-renowned program
- **Performed at the Metropolitan Opera, Radio City Music Hall, Teatro Comunale in Florence, Italy, Queen Elizabeth Hall in London, England, as well as performances in 15 countries**
- Produced more student debut talent the past five years than any other opera program in the world
- Produces two fully staged Operas
- **Teaches a full vocal studio of graduates and undergraduates**

FACULTY F
Special Associate Professor
College of Arts and Sciences

- Instruction DOE %
- Research DOE %
- Service DOE %

Instruction	50%
Research	40%
Service	10%
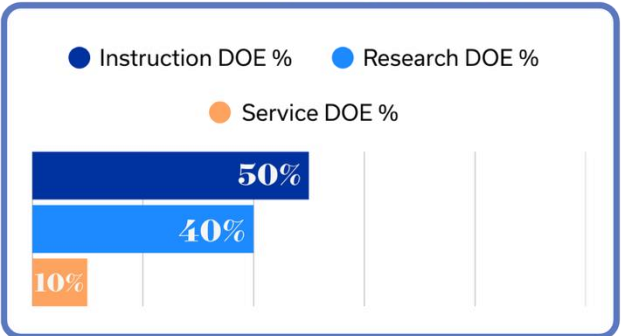
HIGHLIGHTS

- Teaches a gateway course in a STEM field
- Significantly **improved student performance** while reducing D/E/W rates
- **In the top 100 ACH producers** over the past three years; courses enroll roughly **500-600 students annually**
- **Nearly $1.8 million in NSF grant funding** related to curriculum and student support
- Founded an academic hub in department providing free tutoring, faculty-supported peer learning and community building

* Data reflect information from 2024-25 Academic Year and CPM metric business rules, where applicable

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HOUSE BILL 424

HOUSE BILL 424

Key Provisions

- Requires that faculty evaluations be completed at least once every four years

House Bill 424

Actions ⬇ | Amendments ⬇

Last Action	03/27/25: delivered to Secretary of State (Acts Ch. 106)
Title	AN ACT relating to employment at public postsecondary education institutions.
Sponsors	J. Tipton, J. Decker
Summary of Enacted Version	Amends KRS 164.360, 164.230, and 164.830 to require that each board of regents of the six state comprehensive universities appoints a university president; permits a board to delegate appointment and removal of faculty to the college or university president; removes employment contract duration limits for employees of comprehensive universities and the Kentucky Community and Technical College System; permits removal of certain employees for failure to meet performance and productivity requirements regardless of status; requires faculty evaluations to be completed at least once every four years; and requires the board of each state university and the Kentucky Community and Technical College System to approve a performance and productivity evaluation process for presidents and all faculty members by January 1, 2026.

Timeline

- Approval Deadline
  - Each board must approve a performance and productivity evaluation process by January 1, 2026
- Effective Date
  - The approved process must go into effect by July 1, 2026
- Oversight Authority
  - The Board of Trustees is responsible for ultimately approving the evaluation process

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NEW FACULTY PRODUCTIVITY MODEL

University of Kentucky

Instruction

Research

Service

NEW FACULTY PRODUCTIVITY MODEL
Report Timeline

Drafting
- Draft a productivity structure that incorporates a robust and consistent feedback mechanism utilizing quantitative metrics.

Researching
- Find areas where UK can be a model, exceeding peers and serving as a model institution.

Finalizing
- Finalize recommendations from Faculty Senate (UK FRAME).

Sept. 22 → **Week 2** → **Oct. 6** → **Week 4** → **Oct. 20** → **Week 6** → **Nov. 3**

- Present a timeline and structure for drafting a proposal to the Faculty Senate.
- Benchmark peer R1, land-grant institutions.

Interim Report

- Consult broadly with faculty across colleges to ensure discipline-specific needs are reflected.

Interim Report

- Consult broadly with faculty across colleges to ensure discipline-specific needs are reflected.

Interim Report

- Charge deans with consulting with college leadership and faculty to refine metrics.

Colleges

University of Kentucky

NEW FACULTY PRODUCTIVITY MODEL

Benchmark Institutions

Design Principles

- Overall campus model

- Broad consultation

- Efficiency

- Positivity

- Responsiveness to variation in disciplines and faculty status

Approach

- Mandates performance reviews that occur on a regular cycle

- Closes the feedback loop with faculty members

- Defines how performance will be scored

- Outlines a method of reporting merit-review results to the Office of the Provost

- Provides a system of improvement for faculty members with low performance scores

- Follows the university's due-process regulations

UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

Model | Overview

- Productivity aggregated across colleges with quality- and quantity-related goals

- Defined college and individual metrics

- Required annual performance reviews

- Clearly defined productivity expectations for each unit applied consistently

- Fairness and consistency across colleges and units in alignment with respective Financial Allocation Models

- Reviews and metrics cognizant of economic realities, particularly around instruction and research

- Tiered system to designate faculty as meeting, exceeding or not meeting expectations

- Regular feedback provided for faculty's understanding and to improve performance reviews

- A reward system for faculty exceeding expectations

- Alignment of productivity expectations around appointment and promotion process with defined metrics informing statements of evidence for each department

- Alignment with university's due-process regulations for both merit determinants and potential cause for removal

- Evaluation should be based on statements of evidence of departments and educational units with metrics weighted by Distribution of Effort (DOE), as assigned by the department chair and dean. Regular feedback should be provided to faculty to improve performance and guide future formulation of DOE.

University of Kentucky

UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

Evaluation Framework | Examples of Required Discipline-specific Metrics

INSTRUCTION

- College-level (alignment with College Productivity Model (CPM), (although individuals are scored on their own merit by individual faculty metrics, college level metrics will help with benchmarking and transparency):
  - Section and Attempted Credit Hour (ACH) production
  - Degrees per Faculty Full-Time Equivalent (FTE)
  - Tenure Faculty ACH / Total ACH
  - Full-Time Faculty ACH / Total ACH
- Individual faculty clarifying metrics: (metrics will be put into DOE for appropriate weighting along with any additional discipline specific metrics):
  - Class level (e.g., undergraduate vs. graduate)
  - Large-section instruction
  - Writing-intensive class delivery
  - Thesis and dissertation supervision
  - Level of instruction (per credit hours/sections)
- Quality of instruction will also be incorporated through resources such as teacher course evaluations, peer review and other relevant indicators
- All metrics and thresholds will be tailored to each college, acknowledging meaningful structural and disciplinary differences

RESEARCH

- College-level considerations and individual faculty contributions will include the External Research Comp / Research Comp metric (aligned also with CPM research metric)
- Quality will also potentially be included, utilizing resources such as a tiered evaluation of publications, for example
- All metrics and thresholds will be tailored to each college, acknowledging meaningful structural and disciplinary differences

SERVICE

- Service is also a critical part of the faculty mission and will be included and recognized as such through the metric creation process. For example, Clinical faculty could have clinical volume and quality metrics incorporated

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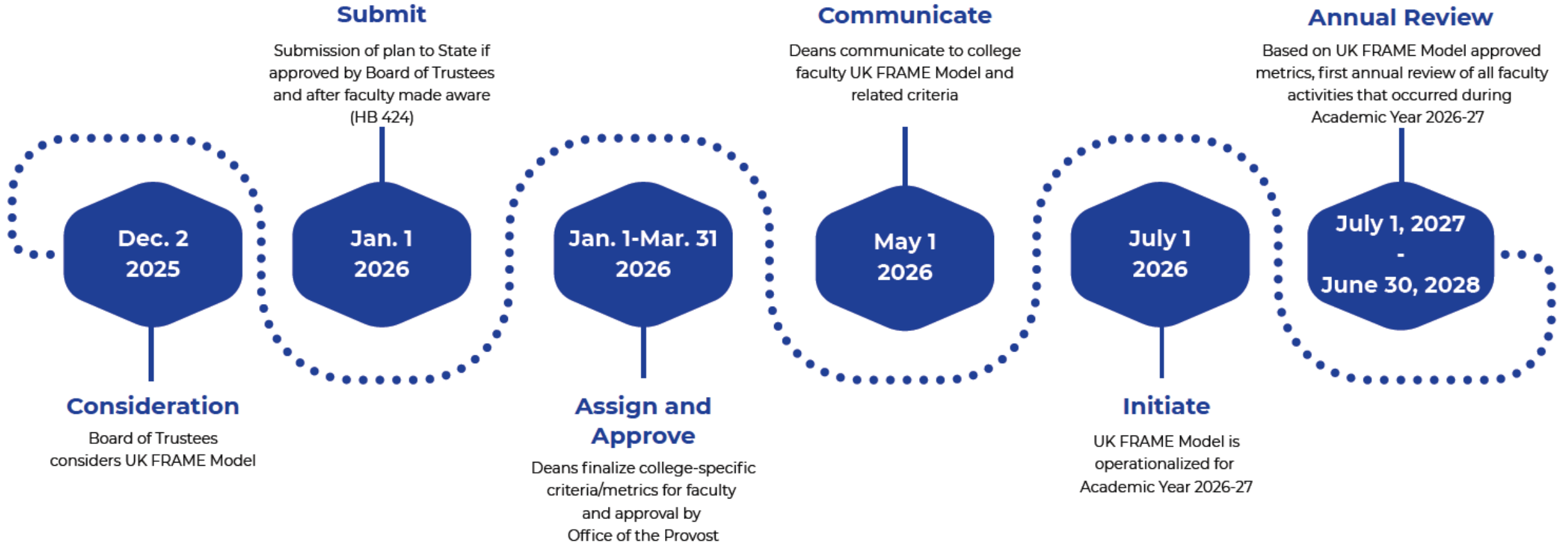# UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

Evaluation Framework | Scoring Following Annual Reviews

- Performance rating will be converted into a three-point scale for reporting to the Office of the Provost for the Productivity Review

- Dean's office verifies all faculty were reviewed according to policy and maintains documentation for institutional reporting

- College flags faculty performance reviews that indicate a "Does Not Meet Expectations" rating, for a remediation improvement plan with a time appropriate and fair process to be developed in consultation with shared governance bodies triggering the University Productivity Review process, including a rigorous improvement plan

- Dean's office may periodically examine unit review practices to ensure fairness, consistency and alignment with policy

- Colleges work to ensure expectations associated with each rating aligns with unit standards, statement of evidence expectations and time allocation

- Opportunities for additional recognition will be investigated for when a faculty "Exceeds Expectations"

LEVELS

- ❑ 3: Exceeds Expectations

- ❑ 2: Meets Expectations

- ❑ 1: Does Not Meet Expectations

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FACULTY PRODUCTIVITY STRUCTURE
Process Timeline

Submit
Submission of plan to State if approved by Board of Trustees and after faculty made aware (HB 424)

Communicate
Deans communicate to college faculty UK FRAME Model and related criteria

Annual Review
Based on UK FRAME Model approved metrics, first annual review of all faculty activities that occurred during Academic Year 2026-27

Dec. 2 2025

Jan. 1 2026

Jan. 1-Mar. 31 2026

May 1 2026

July 1 2026

July 1, 2027 - June 30, 2028

Consideration
Board of Trustees considers UK FRAME Model

Assign and Approve
Deans finalize college-specific criteria/metrics for faculty and approval by Office of the Provost

Initiate
UK FRAME Model is operationalized for Academic Year 2026-27

University of Kentucky

RECOMMENDATION

ASACR 6

Office of the President
December 2, 2025

Members, Board of Trustees:

UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

Recommendation: that the Board of Trustees approve the UK FRAME (Feedback-Responsive Allocation, Metrics and Evaluation) faculty productivity evaluation structure, to take effect July 1, 2026, with the faculty to be informed by January 1, 2026.

Background: Kentucky's General Assembly passed legislation in Spring 2025 requiring evaluation of the performance and productivity of faculty members at least once every four years (i.e., House Bill 424, which amended KRS 164.230) using a centralized review process under the authority of the colleges and/or the University President. The legislation states that, "The evaluation process shall be established by the board and provided to all faculty members by January 1, 2026, to become effective July 1, 2026."

The Faculty Senate, in its advisory capacity, was engaged by the Provost to develop faculty productivity review models for consideration that are transparent, encourage professional development, ensure accountability and reward excellence. One of their recommended models provides the basis of UK FRAME, which has been further developed with additional consultation.

The Provost of the University supports this recommendation.

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QUESTIONS

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AN EQUAL OPPORTUNITY UNIVERSITY