

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES



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

Rebecca Thomas, Associate Provost for Faculty Advancement



PROVOST REPORT

- Faculty Productivity Model | UK FRAME: Feedback-Responsive Allocation, Metrics and Evaluation

FACULTY PRODUCTIVITY MODEL — UK FRAME

FACULTY PRODUCTIVITY MODEL — UK FRAME

Productivity | College examples

College A

● Instruction DOE % ● Research DOE %

43.3%

33.3%



DEGREES PER FACULTY

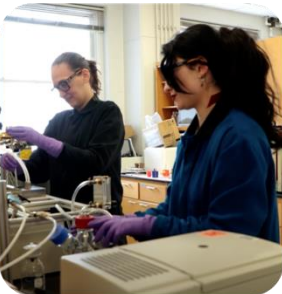
12.77

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)

ACH PER FACULTY

97K → 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)

ACH PER FACULTY

13K → 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)

ACH PER FACULTY

249K → 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)

ACH PER FACULTY

64K → 700

Total number of attempted credit hours taught by faculty.

Average number of attempted credit hours taught per faculty member.



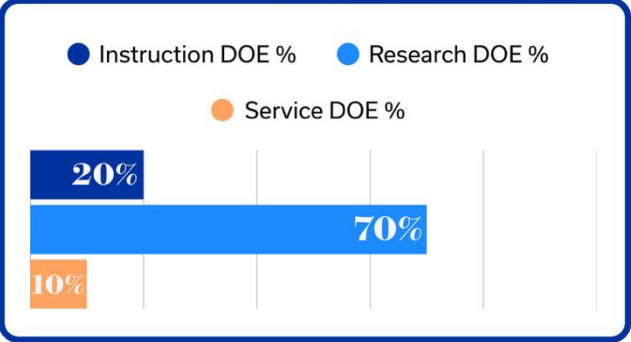
indicates top performing college in metric

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

FACULTY PRODUCTIVITY MODEL — UK FRAME

Productivity | Faculty examples

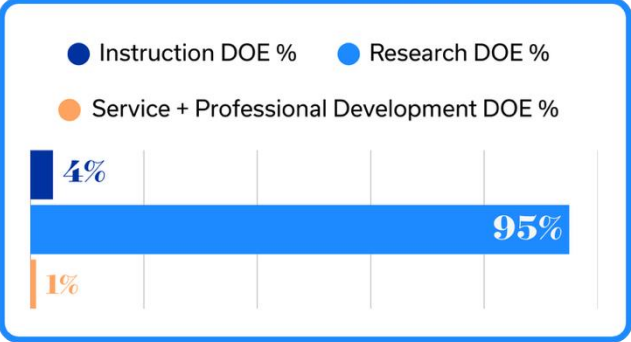
FACULTY A
Regular Professor
Gatton College of
Business and
Economics



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**

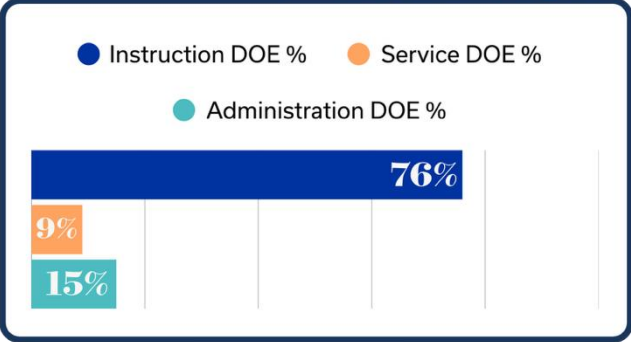
FACULTY B
Regular Professor
College of Medicine



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



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

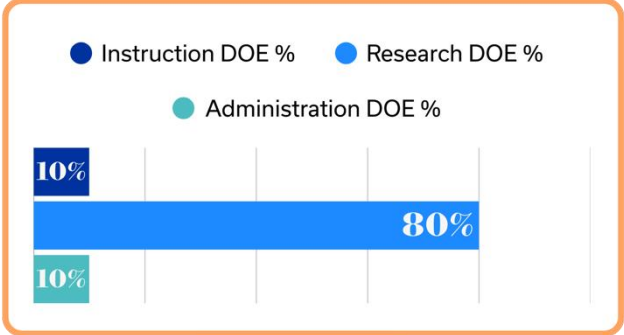
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FACULTY PRODUCTIVITY MODEL — UK FRAME

Productivity | Faculty examples

FACULTY D
Regular Professor
Stanley and
Karen Pigman
College of Engineering



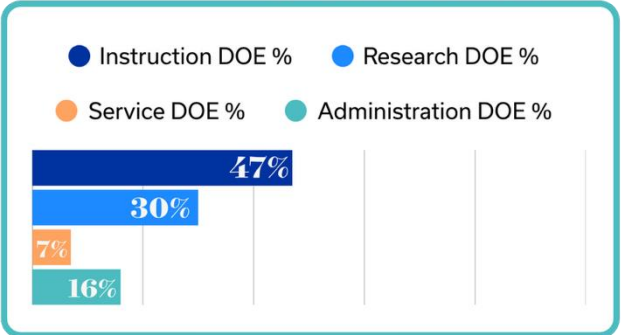


HIGHLIGHTS

- **\$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



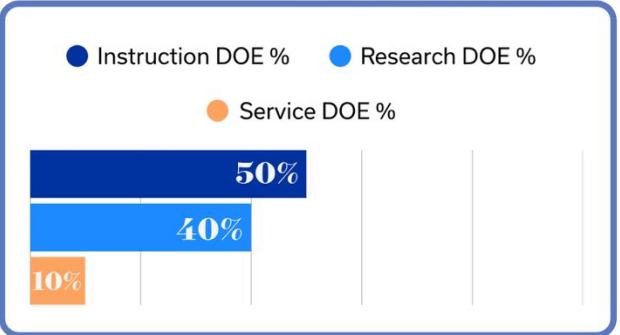


HIGHLIGHTS

- 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





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

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FACULTY PRODUCTIVITY MODEL — UK FRAME

Areas of focus



Instruction



Research



Service



Extension



Clinical

UK FRAME: FEEDBACK- RESPONSIVE ALLOCATION, METRICS AND EVALUATION

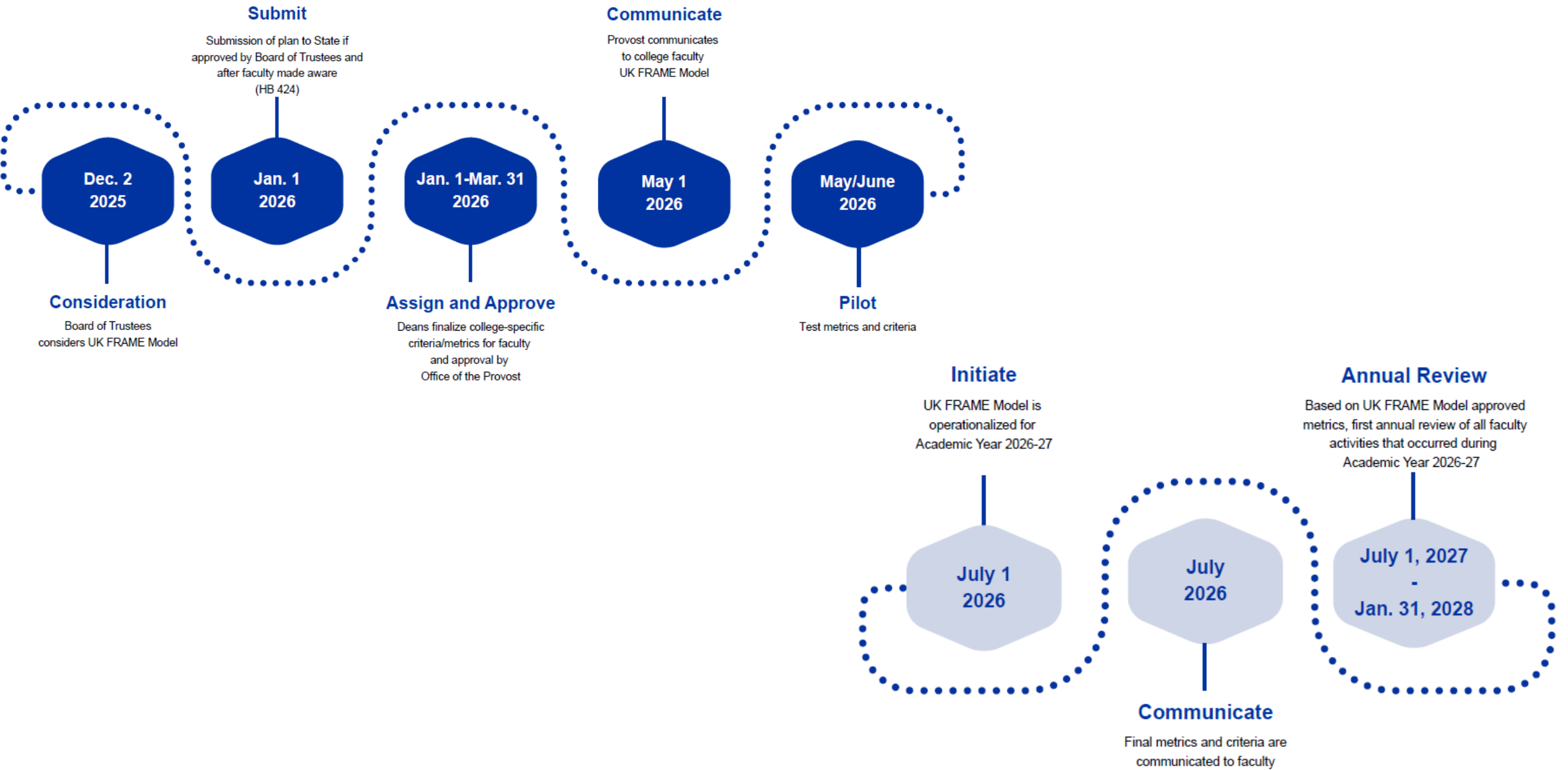
UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

Model | Overview

- Annual performance reviews
- Reducing ambiguity
- Fairness and consistency
- Greater transparency
- Reviews and metrics cognizant of economic realities, particularly around instruction and research
- Tiered system to designate faculty as meeting, exceeding or not meeting expectations
- A reward system for faculty exceeding expectations
- Alignment with promotion and tenure criteria
- Evaluation should be based on 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

UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

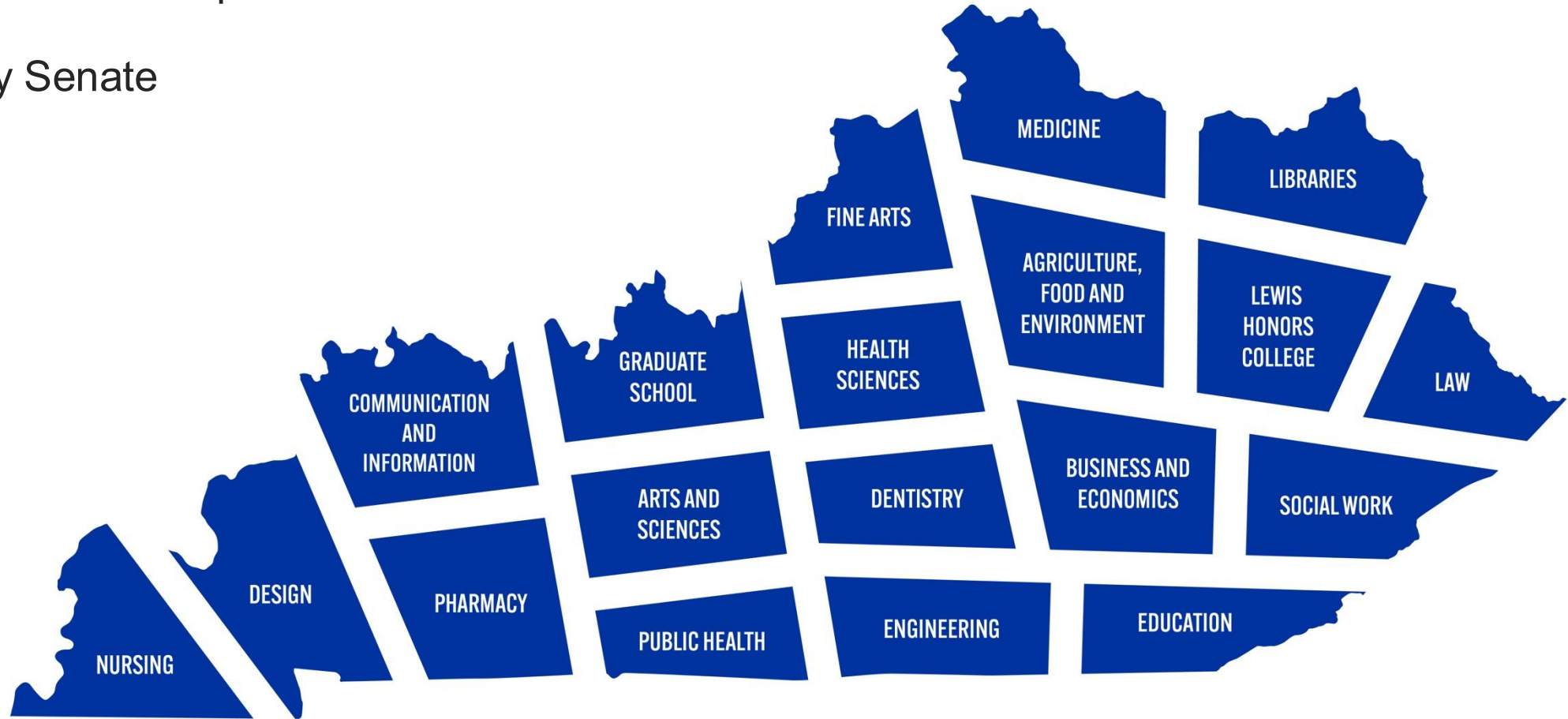
Process timeline



UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

Process for input and feedback since December 2025

- College Leadership
- Faculty Senate



UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

Process for input and feedback since December 2025

- Weekly meetings of the core team comprising the Office of the Provost, IRADS and Faculty Advancement
- Iterative process with deans and other college leadership to develop a common, institution-wide framework ("menu") of productivity metrics across instruction, research, service, clinical service, extension service and librarianship
- Regular consultation with the core team to identify appropriate institutional data sources for proposed metrics, where available
- Collaborative engagement with college leadership to determine applicable metrics and appropriate criteria for exceeding, meeting or not meeting expectations within the college
- Regular consultation with the Faculty Senate, including review of sample metrics and evaluation standards
- Draft guidance document describing metrics and performance criteria developed by the core team
- Current phase (May-June 2026): engagement with faculty volunteers from each college, consistent with Faculty Senate recommendation, to review metrics, criteria and communication approaches to ensure clarity

UK FRAME: FEEDBACK-RESPONSIVE ALLOCATION, METRICS AND EVALUATION

Timeline: July 1, 2026, forward

- Beginning July 1, institutional capture of relevant data for the 2026-27 academic year (e.g., courses taught, publications, grants received)
- Faculty performance evaluations for the 2025-26 academic year will follow existing college-specific review processes
- During the 2026-27 academic year, conduct information sessions and prepare department chairs for the new evaluation process and associated expectations



UK FRAME: EVALUATION FRAMEWORK

UK FRAME: EVALUATION FRAMEWORK

Scoring Following Annual Reviews

- Performance rating will ladder up from departments to college to Office of the Provost
- 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, triggering a remediation improvement plan with a time-appropriate and fair process
- 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"



QUESTIONS

