

UNIVERSITY OF KENTUCKY
 COLLEGE OF HEALTH SCIENCES
 DEPARTMENT OF REHABILITATION SCIENCES

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

Rank	Must demonstrate (CHS criteria)	Evidences
Assistant Professor	<ul style="list-style-type: none"> • 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 	<p><i>Required</i></p> <ul style="list-style-type: none"> • Minimum of terminal degree in field or a related area • Licensure, certification as appropriate <p><i>Expected</i></p> <ul style="list-style-type: none"> • Capability for excellent instruction as measured by teaching evaluations, and/or oral presentation(s), and/or documented teaching experiences. <p><i>Additional evidences</i></p> <ul style="list-style-type: none"> • 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) • Capability for growth in scholarly activity as assessed by research experience, publications, or presentations. • Contributions to local or state professional settings (e.g. professional organizations, clinics, businesses) • Demonstrated commitment to pursue higher degree/specialty certification/advanced training as needed and agreed upon in initial negotiation and documented in DOE.
Associate Professor	<p>Meets the criteria for assistant professor, plus:</p> <ul style="list-style-type: none"> • Demonstrates high achievement in the areas of teaching, advising and other instructional activities • Demonstrates significant contributions in professional, university and/or public service • Is recognized for professional and/or scholarly activities. 	<p><i>Required</i></p> <ul style="list-style-type: none"> • Demonstrated progress in pursuit of higher degree/specialty certification/advanced training (as agreed upon in initial negotiation and ongoing consultation with chair). <p>Teaching, Advising and Other Instructional Activities</p> <p><i>Expected</i></p> <ul style="list-style-type: none"> • Growth in abilities related to teaching, advising and/or mentorship of students as evidenced through teaching portfolio and CV • Recognition of teaching abilities through student evaluations, teaching awards, commendations, and/or invited consultations and presentations <p><i>Additional evidences</i></p> <ul style="list-style-type: none"> • 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) • Contributions to teaching mission within program <p>Professional and Scholarly Activity</p> <p><i>Expected</i></p> <ul style="list-style-type: none"> • Peer reviewed publications • Presentations at professional conferences <p><i>Additional evidences</i></p> <ul style="list-style-type: none"> • Participation in education/training grants • Development and dissemination of teaching supports or professional practice innovations such as manuals, chapters, multimedia programs, clinical education innovations. • Development and dissemination of professional practice innovations (if applicable) such as innovative approaches to examination and intervention, patient care organizational strategies. • Reviewer for journals • Professional commendations/awards • Recognition via interviews, broadcasts, print media • Scholarly collaborations at dept/college/university levels <p>Service</p> <ul style="list-style-type: none"> • Participation in Department/College committees, task forces, governance bodies • Participation in community activities related to professional expertise and the University mission. • Contributions to relevant state, regional and/or national professional organization.

Rank	Must demonstrate (CHS criteria)	Evidences
Professor	<p>Meets the criteria for associate professor, plus:</p> <ul style="list-style-type: none"> • 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. 	<p><i>Required</i></p> <ul style="list-style-type: none"> • Doctoral level degree in profession or related field <p>Teaching, Advising and Other Instructional Activities</p> <p><i>Expected</i></p> <ul style="list-style-type: none"> • Continued growth in abilities related to teaching, advising and/or mentorship of students as evidenced through teaching portfolio and CV • Recognition of teaching expertise through student evaluations, teaching awards, commendations, and/or invited consultations and presentations • Demonstrated mentorship of faculty, staff and students in teaching • Director of Clinical Education demonstrates continued growth, excellence, and innovations in clinical program, and outstanding engagement with clinical community. <p><i>Additional evidences</i></p> <ul style="list-style-type: none"> • 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 evaluation/assessment programs (e.g. overall curriculum assessment, graduate outcomes, student learning outcomes, clinical outcomes). • Leadership role in teaching mission (e.g. Director of Graduate Studies, Director of Undergraduate Studies, Program/Unit Director, Director of Professional Studies, Admissions Director, Curriculum Chair/Coordinator, Accreditation Self-study Coordinator, Director of Teacher Education Program) • 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) • 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. <p>Professional and Scholarly Activity</p> <p><i>Expected</i></p> <ul style="list-style-type: none"> • Peer reviewed publications • Presentations at national and/or international conferences <p><i>Additional evidences</i></p> <ul style="list-style-type: none"> • Participation in educational projects/training and/or research grants • Author of book chapters in field • Citations of work • Development and dissemination of innovative teaching technologies (e.g. multimedia programs) • Professional commendations/awards • Reviewer for journals or book • Grant review panel • Demonstrated mentorship of faculty, staff and students in research/scholarship • Recognition via regional, national or international interviews/broadcasts/print media • Copyrights, intellectual property <p>Service</p> <ul style="list-style-type: none"> • Participation in University committees, task forces, governance bodies • Administrative leadership role at the University of Kentucky. • Substantial participation in community activities related to professional expertise and mission of the University. • Contributions to relevant national and/or international professional organization, task force, board