

# Appointment, Promotion, and Tenure Statements of Evidence

## Faculty of the Department of Behavioral Science

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College approval:

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## **Evidences for Promotion in the Department of Behavioral Science**

The Department of Behavioral Science is a multidisciplinary department. There is a broad range of expertise in instruction, research and service among the individual faculty members with the Department. An extensive and flexible list of evidences is needed in order to encompass the multidisciplinary expertise of the faculty within the Department. It is expected that excellence (i.e., criteria for tenure) for a given faculty member will be established through an evaluation of the quality and quantity of accomplishments using only a subset of the evidences within each of the categories.

The criteria for promotion and tenure are established by the University and specify excellence in instructional, research, and service areas of effort assigned to a faculty employee. Excellence is understood as a superior level of contribution or impact from an individual's work, based on allocated distribution of effort. Evidences of activity in instruction, research and service that should be considered when evaluating whether individual faculty members in the Department of Behavioral Science have met criteria of excellence for promotion and/or tenure are listed below. Different title series emphasize the effort devoted to specific categories. That is, while Regular Title Series faculty may devote significant effort to each category, Research Title Series faculty focus on research – excluding instructional effort and limiting service, and Special Title Series faculty may focus on instruction and limit their research effort. Thus, evidences should reflect the assigned effort of the faculty member. Evidences are categorized as accomplishments typically achieved at the associate and full professor levels regardless of title series, although these are not exclusive categories, nor are the examples contained within. The examples contained within each category are not intended to reflect a hierarchical ordering of such evidences.

### **Instruction**

#### **Evidences for Associate Professors**

- Direction of graduate thesis and dissertation research or other creative activity (e.g., chair/co-chair of doctoral and thesis research committees)
- Mentoring of interdisciplinary thesis and dissertation research or other creative activity (e.g., member of graduate student advisory committees)
- Teaching performance evaluations by peers and students
- Mentoring performance evaluation by peers and students in the form of student/advisee letters
- Design and implementation of innovative, rigorous and challenging teaching approaches
- Design and implementation of courses that fill an identified need in the curriculum
- Design and implementation of a certificate program to be added to the undergraduate or graduate curriculum
- Creative/innovative contributions to rigorous and challenging team-teaching approaches
- Creative/innovative contributions as a team member to the design and implementation of courses that fill an identified need (required and elective) in the curriculum
- Number of students/postdocs/residents/fellows/junior faculty mentored by the faculty member
- Contributions to the instruction and teaching missions at the department, college or university level through committee, task force and/or administrative roles.

### **Evidences for Full Professors**

- Placement of mentored students or peers into significant academic, scholarly or professional positions
- Scholarly peer-reviewed publications about teaching and mentorship.
- Invited teaching opportunities at domestic or international institution of recognized excellence, workshops and/or institutes
- University or professional society outstanding teacher or mentor awards
- Funding and grant support for teaching/learning/mentoring projects and programs
- Service as a Director of Graduate Studies
- Contributions to the instruction and teaching missions at the department, college or university level through committee, task force and/or administrative leadership.

### **Research/Scholarly Activity**

#### **Evidences for Associate Professors**

- Substantial extramural research funding awards (e.g., federal, foundation, industry and/or state contract awards) as principal investigator or project leader
- Scholarly academic publications (research, reviews, theoretical papers, teaching and programmatic evaluations) in leading refereed journals (print and electronic)
- Recipient of major fellowship or research awards
- Peer recognition of research including collaborative research
- Presentation of invited academic papers at regional and national meetings, institutions of recognized excellence, workshops and/or institutes
- Peer-reviewed presentations or abstracts at regional and national meetings, workshops and/or institutes
- Publication of a chapter(s) in a scholarly book(s) by reputable publisher(s)
- Publishing or editing scholarly book(s) by reputable publisher(s)
- Community service research
- Technical reports/Creative/innovative contributions (e.g., study design, data analyses, technology, methodology) to team science research and publications in referred journals (print and electronic) – with support in the form of letters from collaborators

#### **Evidences for Full Professors**

- Career awards and/or recognition from professional organizations or funding agencies
- Principal or senior authorship of publications and/or funding resulting from collaborative efforts with interdisciplinary researchers and/or team science projects
- Publishing or editing scholarly book(s) by reputable publisher(s)
- Successful program of research where the faculty member is the primary creative/innovative force in obtaining funding and/or peer-review publications
- Successful program of team research where the faculty member has made creative/innovative contributions to obtain funding and/or peer-reviewed publications – with support in the form of letters from collaborators

### **Service**

#### **Evidence for Associate Professors**

Service to the institution:

- Membership on standing departmental, college or university committees with additional credit for time-intensive committees such as the Admissions, Appointment/Promotion & Tenure, and IRB committees
- Membership on ad hoc, search, review or task force committees for the institution
- Undergraduate, graduate or professional student advising
- Sponsorship of a student organization

Service to the profession:

- Membership on committees or subcommittees in state or regional professional organizations as a representative of the University of Kentucky
- Serving as a reviewer for conferences or meetings
- Organizing state or regional conferences or symposia, including community service conferences and symposia
- Serving as a reviewer for peer-reviewed journals
- Serving as a special issue editor or member of editorial board of peer-reviewed journals
- Serving as an academic consultant at state and regional levels
- Special recognition (awards, prize, election) for service contributions

#### **Evidences for Full Professor**

Service to the Institution:

- Leadership positions (i.e., chairing) on standing departmental, college and university committees, with additional credit for time-intensive committees such as the Admissions, Appointment/Promotion & Tenure, and IRB committees Leadership on ad hoc, search, review and/or task force committees for the institution
- Elected service on faculty governance committees such as the College Faculty Council, the University Senate, and/or Board of Trustees
- Administrative leadership role for Department, College and/or University

Service to the Profession:

- Membership on committees or subcommittees in national or international professional organizations as a representative of the University of Kentucky
- Status as an editor of a leading journal(s)
- Organizing national conferences and/or symposia, including community service conferences and symposia
- Regular membership on peer-review panel(s) for federal, foundational, industry or state research organization(s)
- Service on governmental commissions, task forces, or boards
- Service as an academic consultant at national and international levels
- Special recognition (awards, prize, election) for service contributions

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