

Pharmacology & Nutritional Sciences

Statement of Evidences

STATEMENT OF EVIDENCE for PROMOTION and TENURE
Department of Pharmacology and Nutritional Sciences, University of Kentucky

Criteria for Promotion and Tenure in the Department of Pharmacology and Nutritional Sciences

For promotion from Assistant Professor to Associate Professor with Tenure (Regular Title Series), a faculty member should have met the following criteria:

- (1) The faculty member must show evidence of continuous satisfactory performance and professional growth. The faculty member must have initiated and maintained a nationally competitive, productive research program at the University of Kentucky. Evidence for a productive, nationally competitive research program would include peer-reviewed publications including both books and journals, successful training of graduate students and postdoctoral fellows, abstracts presented at national and international meetings, patents, and extramural funding. Peer-reviewed, extramural funding is a measure of the quality of a faculty member's ideas and research productivity as well as his or her national recognition.
- (2) The faculty member will have published, as the corresponding author, full-length original papers in national and/or international peer-reviewed journals since arriving at the University of Kentucky (i.e. with the University of Kentucky listed as the home institution). Because disciplines differ, no minimum number or quality of publications is specified, but as a working guideline, publications in journals with high impact factors (as rated annually) such as *Science*, *Nature*, *Journal of Biological Chemistry*, *Proceedings of the National Academy of Sciences*, etc. will be given special consideration. Appropriate credit will be given for collaborative, secondary authorship publications, and non peer-reviewed publications such as books (authorship, editorship), book chapters and reviews.
- (3) The faculty member will have been a satisfactory teacher in formal courses administered by the Department.
- (4) The faculty member will have interacted successfully with fellow departmental faculty in teaching and research.
- (5) The faculty member will have served as primary mentor to at least one graduate student (M.S. or Ph.D. candidate) through the preliminary examination and well into their research program. The student should have exhibited evidence of progress in their research through authorship on an abstract or, preferably, a peer-reviewed publication.
- (6) The faculty member will also have assisted or counseled graduate or health science students on an informal basis.
- (7) The faculty member will have served satisfactorily on an important Departmental or Institutional Committee.
- (8) The faculty member will have demonstrated concern for the profession through participation in local and national professional organizations.
- (9) The faculty member will have received his/her Ph.D. degree at least 7 years before consideration for promotion.

It should be noted that these are only guidelines and exceptional performance in one area may compensate for lesser performance in another area.

For promotion from Assistant Professor to Associate Professor with Tenure (Academic Medical Educator Special Title Series), a faculty member should have met the following criteria:

- 1) Excellent service as Assistant Professor at UKCOM (or its equivalent elsewhere) with record of accomplishments in teaching service.
- 2) Continuing excellent and high-quality contributions to the teaching of medical students, dental students, graduate students, or other trainees. Recognition of excellence which may be available from formal peer evaluations, student evaluations, or teaching awards. Impact and value of teaching should be recognized beyond the local level, as demonstrated by invitations to teach in other schools, programs of professional societies, or continuing education courses.
- 3) Continuing publication of observations, reviews, or analytical studies in peer-reviewed journals that are recognized as authoritative.
and/or
Continuing development of teaching materials, including new curriculum offerings, instructional assessment and evaluation, contributions to licensure exams, on-line resources, educational programs, textbooks and chapters, syllabi, computer programs, or videotapes that make a unique contribution to the quality and method of teaching a given subject.
- 4) Excellent reputation inside and outside the UK community as authority in area of expertise. This may be demonstrated by invited visiting lectureships, consultancy, and membership in professional societies.

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For promotion to Professor (Regular Title Series), a faculty member should have met the following criteria:

- (1) The faculty member must show evidence of superior performance and professional growth.
- (2) The faculty member must have maintained a stably-funded and productive research program. The faculty member should have consistently maintained extramural support for their program in the role of Principal or Co-Principal Investigator during the duration of his/her departmental appointment.
- (3) The faculty member should have published at least 30 papers in peer-reviewed national/international journals prior to consideration for promotion. This, however, is a

working guideline; publications in journal with high impact factors (as rated annually and reported by *Current Contents*) such as *Science*, *Nature*, *Journal of Biological Chemistry*, *Proceedings of the National Academy of Sciences*, etc., will be given special consideration.

(4) The faculty member should have received his/her Ph.D. at least 12 years before consideration

(5) The faculty member is expected to be recognized at the national or international level for the quality of their research program. Evidence of such recognition includes, but is not limited to, service on an NIH Study Section or equivalent, service on editorial boards, invitations for seminars at symposia of national/international meetings, chairing or co-chairing workshops, symposia mini-symposia at major meetings, and invited seminars at other institutions.

(6) The faculty member should have exhibited good-to-excellent teaching performance in formal courses, as judged by both student and peer evaluation. The member should also have served adequately as Course Director for three years or more in a Departmental or Medical Center-wide course, or shown leadership in some important aspect of curricular development.

(7) The faculty member will have cooperated with other departmental faculty in the teaching and research missions of the Department, and will have shown leadership in the development of research resources and/or junior faculty.

(8) The faculty member should have served successfully in the mentorship of at least two Ph.D. and/or postdoctoral fellows through their training.

(9) The faculty member will have shown evidence of leadership on an important institutional committee and on a department committee or initiative.

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For promotion to Professor (Academic Medical Educator Special Title Series), a faculty member should have met the following criteria:

- 1) Excellent service as Associate Professor at UKCOM (or its equivalent elsewhere) with important accomplishments in teaching service.
- 2) Recognition for being among the very best educators for medical students, dental students, graduate students, or other trainees. Impact of teaching should be apparent locally and nationally, and may be demonstrated by invitations to teach and by invitations to serve as visiting professor or named lecturer. Impact may also be recognized by success or stature of trainees.

- 3) Publication in peer-reviewed journals of analytical studies, comprehensive reviews, or textbooks and chapters that are recognized as exhibiting authoritative influence; may serve as editor of textbooks or journals.

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Development of original teaching materials, such as new curriculum offerings, instructional assessment and evaluation, contributions to licensure exams, on-line resources, educational programs, syllabi, video materials, or computer programs that are widely used.

- 4) Acknowledged leader in the area of expertise. National reputation for superior accomplishments within area of expertise. This may be demonstrated by invitation to membership or fellowship in prestigious professional societies, other academic recognitions or awards, and leadership role in department as well as testimonials of distinguished academicians in same field.

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