

Molecular & Cellular Biochemistry

Statement of Evidences

DEPARTMENT OF MOLECULAR AND CELLULAR BIOCHEMISTRY

Addendum I

APPOINTMENT AND PROMOTION FROM ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR

As specified in AR II-1.0-1 of the University's Policies and procedures manual and the College of Medicine, faculty members will be evaluated for appointment and promotion from **Assistant Professor to Associate Professor** using three basic criteria. These criteria include:

- (1) **instructional activities;**
- (2) **research and other creative activities;**
- (3) **professional, University, and public service.**

A detailed explanation of these three criteria and examples of other evidence that will be used in guiding evaluations for promotion and tenure in the Department of Molecular and Cellular Biochemistry are as follows:

1. **instructional activities:** Faculty are required to participate in the teaching missions of the Department. This participation includes teaching Departmental courses, seminar/tutorial programs, and/or courses offered by other departments within The University of Kentucky. Teaching is assessed through a combination of written evaluations by colleagues who participate and/or monitor the course and/or by student evaluations. Faculty are also evaluated in their active role mentoring graduate students, postdoctoral fellows, and where applicable, undergraduate students.

Evidence of Instructional Excellence. The following is a representative and non-inclusive list of evidence that will be considered in evaluation of a candidate for promotion and/or tenure.

Courses taught at a rigorous level, with recognized excellence as measured by peer evaluation, student performance evaluation and/or student satisfaction survey.

Direction of graduate research as evaluated by peers and/or letters from current or former graduate students. This may include acting as chair of doctoral research committee(s), participation on doctoral research committees or significant contributions to student mentoring. Evidence may include publication activity, award of predoctoral fellowships or grants and/or placement of former graduate students in appropriate professional positions.

Direction of postdoctoral research as evaluated by peers and/or letters from current or former postdoctoral fellows. Evidence may include publication activity, award of postdoctoral fellowships or grants and/or placement of former postdoctoral students in appropriate professional positions.

Outstanding performance as Departmental Director of Graduate Studies.

Receipt of an outstanding teaching award(s) from the University or professional society

Development of a new course or a new section in an existing course.

Receiving external grant support for teaching and/or learning projects.

Direction of undergraduate research, as evaluated by peers, including published papers and/or abstracts.

Invitation to teach technical workshops at regional, national or international institutions of higher learning or at scientific society meetings.

2. **Research and other creative activities:** Faculty are required to develop an independent and nationally recognized research program.

Evidence of Research Excellence. The following is a representative and non-inclusive list of evidence that will be considered in evaluation of a candidate for promotion and/or tenure:

Extramural research funding as principal investigator from a major funding agency.

Continuous extramural research funding as principal investigator from a major funding agency.

Renewal of funding from major funding agencies where the faculty member's role is principal investigator.

Award of extramural grants as principal investigator in areas that represent departure from prior research themes.

The number of technicians, postdoctoral fellows, graduate students, and undergraduate students participating in the research program and the career trajectories of these coworkers.

Publication in leading refereed journals and frequent citation of this work by others.

Average at least one manuscript as the corresponding author in a high quality, peer-reviewed journal per year from work emanating from the University of Kentucky.

Receiving a major fellowship or research award.

Significant publication and/or research funding resulting from collaborative efforts with other researchers where the faculty member plays a substantial role in the research.

Publication and/or editing of scholarly book(s) by reputable publisher(s) in the faculty member's area of research.

Participation in the peer review process for major research funding agencies.

Serving as editor or member of the editorial board of a major journal.

Presentation of research at national and international conferences.

Peer acknowledgement through solicited letters from leaders in the faculty member's area of research.

Participation in the peer-review process for leading research journals.

3. **Professional, University and public service:** Faculty are required to provide service to the University, College of Medicine, the Department and the community at large.

Evidence of Service Excellence. The following is a representative and non-inclusive list of the evidence that will be considered in evaluation of a candidate for promotion and/or tenure:

Service on University committees at all levels.

Serving as an officer in a relevant national or international professional organization.

Serving as an officer in a relevant regional or state professional organization.

Serving on a major governmental commission, task force or board.

Serving an administrative leadership role at the University of Kentucky.

Serving as an officer in the Faculty Senate.

Organizer of state, regional, national, or international conference or symposia.

Participation in community activities relevant to the mission of the University.

DEPARTMENT OF MOLECULAR AND CELLULAR BIOCHEMISTRY

Addendum II

APPOINTMENT AND PROMOTION FROM ASSOCIATE PROFESSOR TO PROFESSOR

As specified in AR II-1.0-1 of the University's Policies and procedures manual and the College of Medicine, faculty members will be evaluated for appointment and promotion from **Associate Professor to Full Professor** using three basic criteria. These criteria include:

- (1) **instructional activities;**
- (2) **research and other creative activities;**
- (3) **professional, University, and public service.**

A detailed explanation of these three criteria and examples of other evidence that will be used in guiding evaluations for promotion and tenure in the Department of Molecular and Cellular Biochemistry are as follows:

1. **instructional activities:** Faculty are required to participate in the teaching missions of the Department. This participation includes teaching Departmental courses, seminar/tutorial programs, and/or courses offered by other departments within The University of Kentucky. Teaching is assessed through a combination of written evaluations by colleagues who participate and/or monitor the course and/or by student evaluations. Faculty are also evaluated in their active role mentoring graduate students, postdoctoral fellows, and where applicable, undergraduate students.

Evidence of Instructional Excellence. The following is a representative and non-inclusive list of evidence that will be considered in evaluation of a candidate for promotion and/or tenure.

Courses taught at a rigorous level, with recognized excellence as measured by peer evaluation, student performance evaluation and/or student satisfaction survey.

Direction of graduate research as evaluated by peers and/or letters from current or former graduate students. This may include acting as chair of doctoral research committee(s), participation on doctoral research committees or significant contributions to student mentoring. Evidence may include publication activity, award of predoctoral fellowships or grants and/or placement of former graduate students in appropriate professional positions.

Direction of postdoctoral research as evaluated by peers and/or letters from current or former postdoctoral fellows. Evidence may include publication activity, award of postdoctoral fellowships or grants and/or placement of former postdoctoral students in appropriate professional positions.

Outstanding performance as Departmental Director of Graduate Studies.

Receipt of an outstanding teaching award(s) from the University or professional society

Development of a new course or a new section in an existing course.

Receiving external grant support for teaching and/or learning projects.

Direction of undergraduate research, as evaluated by peers, including published papers and/or abstracts.

Invitation to teach technical workshops at regional, national or international institutions of higher learning or at scientific society meetings.

2. Evidence of Research Excellence. The following is a representative and non-inclusive list of evidence that will be considered in evaluation of a candidate for promotion and/or tenure:

Extramural research funding as principal investigator from a major funding agency.

Continuous extramural research funding as principal investigator from a major funding agency.

Renewal of funding from major funding agencies where the faculty member's role is principal investigator.

Award of extramural grants as principal investigator in areas that represent departure from prior research themes.

The number of technicians, postdoctoral fellows, graduate students, and undergraduate students participating in the research program and the career trajectories of these coworkers.

Publication in leading refereed journals and frequent citation of this work by others.

A sustained record of publication as the corresponding author in high quality, peer-reviewed journals from work emanating from the University of Kentucky.

Receiving a major fellowship or research award.

Significant publication and/or research funding resulting from collaborative efforts with other researchers where the faculty member plays a substantial role in the research.

Publication and/or editing of scholarly book(s) by reputable publisher(s) in the faculty member's area of research.

Participation in the peer review process for major research funding agencies.

Serving as editor or member of the editorial board of a major journal.

Presentation of research at national and international conferences.

Peer acknowledgement through solicited letters from leaders in the faculty member's area of research.

Participation in the peer-review process for leading research journals.

3. Professional, University and public service: Faculty are required to provide service to the University, College of Medicine, the Department and the community at large.

Evidence of Service Excellence. The following is a representative and non-inclusive list of the evidence that will be considered in evaluation of a candidate for promotion and/or tenure:

Service on University committees at all levels.

Serving as an officer in a relevant national or international professional organization.

Serving as an officer in a relevant regional or state professional organization.

Serving on a major governmental commission, task force or board.

Serving an administrative leadership role at the University of Kentucky.

Serving as an officer in the Faculty Senate.

Organizer of state, regional, national, or international conference or symposia.

Participation in community activities relevant to the mission of the University.