

LECTURER TITLE SERIES

The Department of Product Design is committed to excellence in instruction, scholarship, creative activity, and service. Impacting Lexington, the Commonwealth, the nation, and the world, our faculty leverage coherent and robust research programs, engage instruction informed by advanced understanding of the practice of product design, and carry out careful evaluation and dissemination of scholarly and creative products to reach audiences in the profession, in the university, and in the community.

In that product design touches all scales and aspects of our lives, there is considerable potential variation in areas of experience, interest, and specialization of each faculty member. Design, as a multi-disciplinary endeavor, also requires faculty to actively expand beyond their specific area of focus, participating in teaching and service activities more broadly. Creative and/or scholarly work, when identified in the distribution of effort, is also recognized and valued.

Directly corresponding to the multi-disciplinary nature of the profession, the Department values candidates for renewal who embrace:

Versatility

1. all faculty should contribute to the department beyond their own particular area of expertise to make contributions to the curriculum as a whole
2. all faculty must show evidence of being able to balance teaching and service activities

Coherence

3. faculty must establish a rationale to underpin approaches to creative activities, teaching, and service
4. in approaches with depth, faculty pursue focused and specialized creative activities, teaching, and service, eventually providing an evidence of a strong pattern of focus in a particular area
5. rather than the pursuit of a specialized area, faculty can pursue work of synthesis that demonstrates a breadth of knowledge and expertise to bridge various aspects of design

Collegiality

6. co-operative interaction with members of the university community, other universities, as well as with departmental colleagues and professionals outside the department
7. willingness to take on organizational efforts for coordination of critiques, lectures, presentations, committee work, teaching college-level courses, coordinate/participate in field trips, develop new course(s), network with professionals and members of the community outside the department, and professional service to the community or profession

Contract Renewal and Promotion Criteria

Members of the tenured faculty regularly review evidence from the creative activities, teaching, and service of any lecturer according to the percentages assigned by the Chair of the Department on the annual distribution of effort (DOE) form. Following University policy, a Lecturer who is performing well is eligible for a rolling two year contract after four years of continuous service. A Lecturer Series faculty employee may be considered for promotion (without tenure) from the rank of Lecturer to the rank of Senior Lecturer at any time after five years of continuous full-time service, as defined in UK AR 2:9. A Senior Lecturer who is performing well is eligible for a rolling three year contract after four years of continuous service at that rank.

Essential to the contract renewal process, recognition by peers of teaching, creative activities, and/or service serves as the standard measure of quality. Evaluation occurs through the annual performance review process and may take several forms: peer evaluation of teaching and course development, peer-reviewed publishing and/or presentation of one's scholarship on pedagogy or creative work, or professional evaluation of faculty or student work, including juried design competitions. Evaluation of performance will be commensurate with the individual's DOE agreement.

When weighing cases for contract renewal, candidates may be assessed on the following:

TEACHING

Course + curriculum balance

- Teaching in an area of expertise but also teaching more broadly
- Continuing course refinement as it links to curriculum issues
- Evidence of advancing the curriculum
- Serving as undergraduate capstone/thesis project mentor when required
- Meeting with prospective students and assisting with recruiting
- Planning field trips and education abroad opportunities
- Advising student organizations
- Providing both lecture courses as well as studio courses
- Collaborating with others

Evaluations + reviews

- Quantitative and qualitative information from course evaluations, positive peer review, Department Chair review, semester-end reviews
- Undertaking student competitions

Consistent growth

- Evidence of advancement in the classroom
- Evidence of individual development informing pedagogical approach
- Involvement of activities that increase understanding of discipline
- Keep current understanding of discipline in classroom

SERVICE

- Sustained level of service over the review period
- Actively contributing to growth of the academy and profession
- Service that supports teaching

CREATIVE WORK (when identified as part of DOE)**Scope**

- Consistent evidence of productivity
- Intellectual contributions to the field
- Balancing collaborative and individual efforts
- Scholarship to address teaching and learning about design

Review + Dissemination

- Presentations at conferences (regional, national, international) are weighed more highly than presentations to community groups
- Creative work, teaching, and service communicated through non-traditional means (invited exhibits, high quality competitions and community work) including awards that acknowledge candidate's work highly valued

Departmental Faculty Composition

The tenure-eligible faculty in the Department of Product Design established by majority vote on 01/18/2023 that the total faculty be comprised of not more than 50% Lecturer Series Faculty.