Computer Science
Guidelines for Promotion and Tenure
(Regular Title Series)
(Version approved 19 August 2022)

In tenure and promotion considerations, the Faculty of the Department of Computer Science bases its recommendation on the candidate's performance in teaching, research, and service. All faculty members are expected to contribute to the mission of the Department and the University by demonstrating a sustained commitment to undergraduate and graduate student education and training; by achieving broadly recognized research excellence; and by serving the computer science community and the general public. The following guidelines are intended to help the members of the Faculty of the Department of Computer Science in evaluating candidates in regular title series (RTS) for tenure and promotion, as well as to help candidates understand the factors to be considered in their evaluation. These guidelines are meant to supplement but not replace the appropriate University of Kentucky Governing Regulations.

Regular Title Series faculty are tenure-eligible with similar distribution of effort in areas of teaching and research. Expectations for excellence should align with areas of assignment on the DOE. RTS faculty are expected to develop and demonstrate scholarly independence. For regular title series faculty, excellence in teaching and service cannot offset an unsatisfactory research record.

Tenure and promotion to Associate Professor

Teaching: To be successful, the candidate for promotion and tenure should demonstrate a continuous record of effective high-quality teaching and advising, at both the undergraduate and graduate levels. A detailed teaching portfolio including a reflective statement on teaching philosophy, samples of teaching materials and assignments, and student and course evaluations will be the primary bases for assessing a candidate's level of commitment and teaching effectiveness.

Additional significant measures of teaching contributions include introduction of new courses and/or new effective teaching techniques, and awards or other formal acknowledgments of teaching excellence at various levels. Graduate education is an important part of the mission of the Computer Science Department. Thus, a candidate is expected to have supervised at least one Ph.D. candidate to graduation or close to graduation. Less direct efforts, such as mentoring or involvement with student organizations and student extracurricular activities, also constitute valued contributions to the educational mission of the Department and will be taken into account.

Research: To be successful, the candidate for promotion and tenure should demonstrate sustained original and innovative intellectual contributions to scholarship and provide evidence of having established an independent long-term research program of regional to national reputation. Scholarly accomplishment will be measured by the quality and impact of original work published and by the level of extramural funding. Results of research efforts should be published in venues regarded as selective by peers in the candidate's discipline. Generally, these will be journals and conferences, in each case with an established reputation for quality and strict acceptance criteria. Collaborative research with colleagues and students is encouraged. At the same time, the candidate is expected to show evidence of scholarly

independence and leadership, such as being a leading author of research papers or the PI of research grants.

The department views external funding as an important measure of the significance of a candidate's research program. A candidate must show they have actively sought funding and the ability to attract research funding from competitive and peer-reviewed funding

Additional measures of research quality may include invited seminars at major academic institutions, industrial and governmental laboratories, keynote and invited talks at conferences and workshops, research awards and other formal acknowledgments by peers at regional, national, and international levels. Recognition will also be given for patents, software in public use, and other technology transfer based on innovative research.

In evaluating a candidate's research credentials and impact, the Department will seek the opinions of external reviewers who are regarded as the experts in the candidate's discipline. These opinions will play an important role in the evaluation. The frequency of the citation of the candidate's work may also be used to demonstrate the impact of his/her research work.

Service: The service responsibilities assigned to Assistant Professors are generally more modest than those of tenured faculty. Nevertheless, it is important that all faculty members contribute to the growth and development of the Department, College and University. Thus, to be successful a candidate should show evidence of service to the Department, College and University, to the candidate's research community, and to the general public, all at a level commensurate with the assignment. Evidence of service includes, but is not limited to, undergraduate and graduate student recruiting and advising; course coordination; committee work at the Department, College and University levels; and contributions to the peer-review process through reviewing, editorships, conference organization, etc.

Tenure and promotion to Professor

Promotion to Professor requires that a faculty member has realized the professional promise implicit in the award of tenure in every aspect of the Department and University mission: teaching, research, and dedicated service. All measures of excellence discussed above will be an important part of promotion considerations. Consistently effective teaching activities (broadly understood); an excellent nationally- and internationally recognized research program; and dedicated service extending beyond the University are necessary. Solicited external opinions from eminent researchers in the candidate's research area will be especially important in the evaluation.

Approved by Dean Buchheit on April 18, 2024

UK Office of the Provost

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Unit: Computer Science
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