

**General Guidelines for Promotion and Tenure
Research Title Series Faculty
UK College of Engineering Department of Engineering
Technology**

In tenure and promotion considerations, the Faculty of the Department of Engineering Technology bases its recommendation on the candidate's instruction, research, and service performance. All faculty members are expected to contribute to the mission of the Department and the University by demonstrating a sustained commitment to undergraduate student education, achieving broadly recognized innovative and impactful research and/or entrepreneurial activities, and serving the engineering technology community and the public. The following guidelines, established following GR VIIA.6, are intended to assist the members of the Faculty of Engineering Technology in evaluating candidates for tenure and promotion, as well as to assist candidates in understanding the factors to be considered in their evaluation. These guidelines are meant to supplement but not replace the appropriate University of Kentucky Administrative Regulations (i.e., AR 2:1, 2:2, 2:4, 2:5, 2:9).

**Research Title Series (70% Research/20% Professional Career
Development/ 10% Service)**

I. Promotion from Assistant Professor to Associate Research Professor

The guidelines of regular title series in research and service are to be applied to research title series faculty by appropriately adjusting the difference in the distribution of effort scale. These factors are listed below. Professional career development (up to 20%) may be used as part of research when appropriate, suggesting a final distribution of effort in that case of 70R/20PCD/10S. Professional career development evaluation factors are also listed below.

Research Evaluation Factors:

To be successful, the candidate should demonstrate sustained original intellectual contributions to scholarship and provide evidence of having established an independent research program at a level expected of associate professors. Measures of scholarly accomplishment may include but are not limited to the following:

- a. A candidate must show both the effort and the ability to attract sufficient research funding to initiate and maintain their research program
- b. Results of research efforts should be published in venues regarded as selective by peers in the candidate's discipline. Journals, proceedings, and conferences are appropriate in each case with an established reputation for high quality. Journal impact factor and citation indices can serve as evidence of quality, if applicable
- c. Collaborative research with colleagues and students is encouraged. At the same time, the candidate is expected to show evidence of scholarly independence and initiative
- d. Mentoring students to graduation
- e. Advising postdoctoral scholars and research staff members
- f. Research awards and other formal acknowledgments by peers at regional, national, and international levels

- g. Giving invited seminars at major academic institutions, industrial and governmental laboratories, keynote and invited talks at conferences and workshops
- h. Innovative and impactful research and/or entrepreneurial activities, including patents, software in public use, and other technology transfers based on innovative research, substantial output from research, and entrepreneurial activities

In evaluating a candidate's research credentials and impact, the Department of Engineering Technology will seek the opinions of external reviewers who are regarded as experts in the candidate's discipline. These opinions will play an essential role in the evaluation.

Service:

To be successful, a candidate should show evidence of service to the professional and research community. As for the internal service, in the Department of Engineering Technology, the internal service responsibilities assigned to Assistant Professors are generally more modest than those assigned to senior faculty members. Nevertheless, all faculty members must contribute to the growth and development of the Department, College, and University. Evidence of service may include, but is not limited to the following:

- a. Committee work at the Department, College, and University levels
- b. Contributions to the profession through reviewing, editorships, conference organization, consulting activities, and professional licensure where appropriate
- c. Contribution to specific activities such as Engineer's Day and participation in science and engineering-related events in the local community
- d. Advising student organizations
- e. Contributing to the profession through community service

Professional Career Development Evaluation Factors

- a. Partnership development with research sponsors
- b. Networking with researchers and professionals
- c. Contribution to teaching short (or portion of regular) courses and development of new courses

II. Promotion from Associate Research Professor to Research Professor

Promotion to Research Professor requires a faculty member to realize the professional promise implicit in every aspect of the Department and University mission: research and dedicated service. All measures of excellence discussed above will be important in promotion considerations. A consistently effective, excellent, and sustainable 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 Department Faculty: September 22, 2022

Approved by Dean Rudolph Buchheit: September 30, 2022