

## **A. Maximum Number of Lecture Series Faculty that May be Employed in the Department of Statistics**

The approved number is eight.

## **B. Criteria for Appointment, Reappointment, Promotion, and Performance Evaluation of Lecturers and Senior Lecturers in the Department of Statistics**

### **1. Lecturer Appointment**

For appointment in the Department of Statistics as a Lecturer, the appointee must possess a master's degree in statistics or a related field, have appropriate credentials to be accredited to teach statistics, and have demonstrated excellence in teaching. Initial appointments shall not exceed two (2) years and will be made subject to the conditions set forth in the Administrative Regulations section AR 2:9.

Lecturers who hold a PhD in statistics or a related field are eligible for faculty membership, including voting privileges (AR 2.9, VI.B.1) as determined by and subject to the approval of the tenured and tenure track members of the Department. Lecturers serve on Departmental Committees which are advisory to the faculty. Lecturers who do not have faculty membership are provided representation in and feedback from faculty meetings in one of two ways:

- Through the presence of Lecturers with faculty membership, if present in the Department;
- Through the presence of a non-voting representative from the Lecturers, chosen by the Lecturers if no Lecturers with faculty membership are on faculty in the Department.

### **2. Senior Lecturer Appointment**

For appointment in the Department of Statistics as a Senior Lecturer, the appointee must possess a Ph.D. degree in statistics or a related field, have appropriate credentials to be accredited to teach statistics, and have demonstrated excellence in teaching at the post-secondary level. In addition, at least five years of continuous teaching experience at the post-secondary level, or the equivalent teaching experience, is required for consideration. Prior to appointment, the appointee should have demonstrated evidence of ongoing engagement within the discipline of statistics or its pedagogy, and meet at least one of the following two criteria:

- A record of continuing publication or presentation of research in Statistics or its pedagogy
- Active participation in conferences, workshops, professional organizations, and other public venues pertinent to statistics or its pedagogy

Initial appointments shall not exceed two (2) years and will be made subject to the conditions set forth in the Administrative Regulations section AR 2:9.

In addition, letters of recommendation regarding the appointee's teaching are required and are expected to be outstanding.

Senior Lecturers are eligible for faculty membership, including voting privileges (AR 2.9, VI.B.1) as determined by and subject to the approval of the tenured and tenure track members of the Department. Senior Lecturers with faculty membership are expected to act as representatives of Lecturers without faculty membership, if applicable.

### **3. Promotion from Lecturer to Senior Lecturer**

For promotion from Lecturer to Senior Lecturer in the Department of Statistics, the appointee must possess a Ph.D. degree in statistics or a related field and have demonstrated excellence in teaching at the post-secondary level. In addition, at least five years of continuous teaching experience as a Lecturer is required for consideration. Prior to appointment, the appointee should have demonstrated evidence of ongoing engagement within the discipline of statistics or its pedagogy, and meet at least one of the following two criteria.

- A record of continuing publication or presentation of research in Statistics or its pedagogy
- Active participation in conferences, workshops, professional organizations, and other public venues pertinent to Statistics or its pedagogy

In addition, the quality of the appointee's teaching, as assessed through annual Faculty Performance Reviews, is expected to be outstanding.

Initial appointments at the rank of Senior Lecturer shall not exceed two (2) years and will be made subject to the conditions set forth in the Section AR 2:9 of the Administrative Regulations.

### **4. Lecturer Reappointment**

Reappointment shall be conducted in accordance with the policies and procedures prescribed in AR 2:1-1 and its accompanying appendices. Reappointment is conditional on adequate funds being available in the University's budget, and shall be based on satisfactory performance as determined by information in the annual Faculty Performance Reviews (AR 3:10). These Reviews, which provide an evaluation of the quality of the appointee's teaching from various sources, may include the following.

- Evaluations from students and teaching assistants.

- Evaluations by Senior Lecturers or Regular Title faculty who have observed the Lecturer or the impact of his/her teaching on student performance.
- Evaluations by Senior Lecturers or Regular Title faculty with similar teaching assignments.
- Awards in recognition of teaching accomplishments and innovation. Evidence of participation in opportunities to improve teaching (e.g., local workshops and conferences on teaching).

Following a successful review, a reappointment will be made subject to the conditions set forth in Section AR 2:9 of the Administrative Regulations.

### **5. Senior Lecturer Reappointment**

Reappointment shall be conducted in accordance with the policies and procedures prescribed in AR 2:1-1 and its accompanying appendices. Reappointment is conditional on adequate funds being available in the University's budget, and shall be based on satisfactory performance as determined by information in the annual Faculty Performance Reviews (AR 3:10). These Reviews, which provide an evaluation of the quality of the appointee's teaching from various sources, may include the following.

- Evaluations from students and teaching assistants,
- Evaluations by Regular Title faculty who have observed the Senior Lecturer or the impact of his/her teaching on student performance.
- Evaluations by Regular Title faculty with similar teaching assignments.
- Awards in recognition of teaching accomplishments and innovation
- Evidence of participation in opportunities to improve teaching (e.g., regional or national workshops and conferences on teaching).
- Efforts to improve the educational experience of students through the introduction of new technologies and instrumentation.
- Scholarship on teaching through publications on pedagogy or classroom practice.

Following a successful review, a reappointment will be made subject to the conditions set forth in Section AR 2:9 of the Administrative Regulations.

### **6. Lecturer Nonrenewal of Appointment or Terminal Appointment**

AR 2:9 outlines the procedures to be followed in event of a nonrenewal of appointment or terminal appointment of a Lecturer. A Lecturer who fails to perform his or her job satisfactorily as evidenced by the Faculty Performance Review materials (see above) may be subject to such procedures.

**7. Senior Lecturer Nonrenewal of Appointment or Terminal Appointment**

AR 2:9 outlines the procedures to be followed in event of a nonrenewal of appointment or terminal appointment of a Senior Lecturer. A Senior Lecturer who fails to perform his or her job satisfactorily as evidenced by the Faculty Performance Review materials (see above) may be subject to such procedures.

# Department of Statistics Guidelines for Faculty Promotion, Tenure, and Beyond

University of Kentucky  
2004

## *REGULAR TITLE SERIES FACULTY*

The faculty of the Department of Statistics is committed to providing excellence in teaching, research, and service. To sustain this commitment to undergraduate and graduate students; departmental, college and university colleagues; as well as members of the profession and public, the department will maintain appropriate standards for assessing excellence and will mentor and monitor faculty to insure that these standards are being met. Faculty evaluation for promotion and tenure will be based upon a continuing record of effective and committed teaching; substantive, original, and innovative scholarship; and effective service. All faculty members are expected to maintain these standards of excellence throughout their employment at the University of Kentucky.

### **Guidelines**

#### **Tenure and promotion to Associate Professor**

**Teaching:** The successful candidate for promotion to Associate Professor with tenure will demonstrate a continuing record of high-quality and effective teaching and a potential for advising doctoral students. A balanced teaching responsibility at the graduate level as well as undergraduate instruction is required unless otherwise specified in the terms of the appointment. It is desirable to demonstrate teaching expertise in both the small classroom setting and large lectures. Formal and informal advising for graduate students is an important aspect of teaching and is highly desirable. Teaching assessment will include a review of the candidate's quantitative and qualitative teaching evaluations conducted each semester and other student ratings and comments, and an evaluation of a teaching portfolio. A portfolio should contain a teaching philosophy statement, course syllabi and materials, letters from current and former students, departmental-, college-, or university-level teaching awards, and other materials that may attest to the candidate's teaching effectiveness. While several measures of teaching effectiveness tend to be qualitative, candidates for promotion should strive to achieve student evaluations that meet or exceed standards of teaching excellence that are recorded for the department and college at large.

**Research:** The successful candidate for promotion and tenure must demonstrate substantive, original, innovative intellectual contributions to scholarship through publication of research in appropriate venues. The candidate must also provide evidence of a long-term commitment to scholarly research and publication. Scholarly accomplishment will be measured by work published and, where appropriate, external funding. Scholarly journal papers, book chapters, and book manuscripts should be placed in the high quality peer-reviewed outlets, those journals and presses generally regarded by colleagues in one's sub-discipline as the top tier publications as reflected in their selectivity, influence, and reputation for publishing innovative scholarship. While collaborative research with colleagues or students is encouraged, it is also important that one demonstrate scholarly independence and leadership. Publishing with one's dissertation

advisor is commendable but faculty must also demonstrate that they have established an independent and original research agenda and have conceived a short, intermediate, and long-term trajectory for their research program. Multi-disciplinary research and publication is encouraged, but such work should include, either within that publication or perhaps in a separate one, substantive contributions to our discipline. Generally, research work whose only publication outlet is in non-refereed proceedings and volumes is of little value in a promotion dossier. Evaluation by external reviewers is required for the promotion dossier. Additional measures of research quality may include, where appropriate, awards and other formal acknowledgements by peers at regional, national, and international levels, and external research funding. As with publication outlets, grants from agencies that comply with rigorous peer-reviewed application procedures are generally the best funding indicators of high quality research programs and proposals. However, innovative approaches to establishing funding are encouraged provided such funding is competitively offered in recognition of discernable academic scholarship.

**Service:** The efficient and productive functioning of the department, college, university, and one's disciplinary organization is the net product of collaborative effort by all unit members. Although the service responsibilities assigned to Assistant Professors are generally a more modest proportion of their Distribution of Effort (DOE) than for tenured faculty, it is nevertheless important that all faculty contribute conscientiously to the collective growth and development of the academic milieu of their colleagues and students. Therefore, active and contributive service on departmental, college, and university committees as well as to academic organizations is encouraged and is considered demonstrative of one's contribution to the academic commonwealth.

### **Promotion to Professor**

Promotion to Professor requires that faculty have realized the professional promise implicit in the award of tenure. They must be recognized by distinguished peers nationally and internationally as having achieved a renowned research record in their chosen sub-discipline. They must maintain the standards of productivity and excellence in research which is expected for promotion and tenure. Furthermore the prospects of future contributions will be considered. They must maintain the standards of excellence in graduate and undergraduate teaching or graduate service teaching which is expected for promotion and tenure. They are expected to direct doctoral dissertations and to provide support for graduate students, as appropriate. Where appropriate, they are expected to contribute to curriculum development, innovative approaches to existing courses, and/or educational outreach. Published introductory textbooks are considered to be contributions to educational outreach and service to the professional community. A record of recent external funding is expected. They are expected to contribute significantly to the functioning of the department and provide a high level of service to the college, university, the larger community, as well as their discipline.

### **Guidelines for Full Professors**

Full professors are expected to maintain the standards of productivity and excellence in teaching, research, and service required for promotion to the rank of professor. They are expected to mentor and support faculty development at all ranks. Continued external funding is expected. They are expected to continue to contribute significantly to the functioning of the department, college and university and to provide leadership and support for faculty and students alike. They are expected to promote the reputation of the department not only in the University, but also in the national and international statistical community.

## **Joint Appointments**

Joint appointments are an integral part of the Department of Statistics. Faculty on such appointments are expected to follow the guidelines stated above for their respective rank. However, faculty on such appointments have obligations in the partner departments which may not strictly follow the guidelines stated above. Hence, expectations are to be scaled in proportion to the percent effort paid by the Department of Statistics when it is time to evaluate faculty for promotion and tenure.

September 23, 2004 (approved by Dean)