

University of Kentucky  
College of Health Sciences

## PAS Evidences for Appointment, Promotion and Tenure

### Narrative

- The DOE and position description will be determinants of the faculty member's evaluation in each of the mission areas.
- The faculty of the College of Health Sciences values the broadened scope of scholarship as defined by Boyer, including the scholarship of discovery, integration, application, teaching, and engagement.
- Required and expected evidences are indicated. Additional evidences contributing to high merit are provided to be illustrative and are not in a particular order. It is not expected that candidates will demonstrate all additional evidences. In all cases, both the quality and the quantity of the contributions will be considered.

### Special Title Series

Rank	Must demonstrate (CHS Criteria) <i>(Administrative regulations criteria)</i>	Evidences
Assistant Professor	<p><b>Must demonstrate</b> <b>(CHS Criteria)</b> <i>(Administrative regulations criteria)</i></p> <ul style="list-style-type: none"> <li>• Educational/degree attainment appropriately related to area of appointment</li> <li>• Professional certification (if appropriate)</li> <li>• Demonstrated potential for excellence in teaching</li> <li>• Clinical competence (as appropriate)</li> <li>• Evidence of substantive professional participation with potential for growth in professional/scholarly recognition</li> </ul>	<p><b>Required</b></p> <ul style="list-style-type: none"> <li>• Minimum of terminal degree in field or a related area</li> <li>• Licensure, certification as appropriate</li> </ul> <p><b>Expected (in alignment with Position Description and DOE)</b></p> <ul style="list-style-type: none"> <li>• Capability for excellent instruction as measured by documented teaching experiences</li> </ul> <p><b>Additional Evidences</b></p> <ul style="list-style-type: none"> <li>• Documentation of clinical practice competence if clinical work is a focus (e.g., supervisor evaluations, awards, patient evaluations, productivity, clinical educator evaluations or advanced certification)</li> <li>• Student admissions, advising and recruitment; curriculum coordination and development.</li> <li>• Capability for growth in scholarly activity as assessed by research experience, publications, or presentations.</li> <li>• Contributions to local or state professional settings (e.g., professional organizations, clinics, businesses)</li> <li>• Demonstrated commitment to pursue higher degree or specialty certification/ advanced training as needed and agreed upon in initial negotiation and documented in DOE.</li> </ul>
Associate Professor	<p><b>Meets criteria for assistant professor, plus:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates high achievement in the areas of teaching, advising and other instructional activities</li> <li>• Demonstrates significant contributions in professional, university and public service</li> <li>• Is recognized for professional and scholarly activities.</li> </ul>	<p><b>Required</b></p> <ul style="list-style-type: none"> <li>• Demonstrated progress in pursuit of higher degree or specialty certification/ advanced training (as agreed upon in initial negotiation and ongoing consultation with chair).</li> </ul> <p><b>Teaching, Advising and Other Instructional Activities</b></p> <p><b>Expected (in alignment with Position Description and DOE)</b></p> <ul style="list-style-type: none"> <li>• Evidence of continuous improvement in abilities related to teaching, advising and mentorship of students as evidenced through teaching portfolio and CV</li> <li>• Recognition of teaching abilities through student evaluations, teaching awards, commendations, or invited consultations and presentations</li> </ul> <p><b>Additional Evidences</b></p> <ul style="list-style-type: none"> <li>• Teaching contributions in educational programs outside of primary appointment (interprofessional contributions)</li> <li>• Educational contributions to other professionals and community members (e.g., continuing education, invited presentations, workshops, and demonstrations)</li> <li>• Contributions to teaching mission within program; curriculum development</li> <li>• Participation in doctoral programs through instruction, mentoring and doctoral committee participation as appropriate.</li> <li>• Participates in IPE experiences</li> <li>• Clinical teaching/mentorship</li> <li>• Participation in accreditation activities related to own program</li> </ul>

## Rank

# Must demonstrate (CHS Criteria)

(Administrative regulations criteria)

## Evidences

	<p><b>Professional and Scholarly Activity</b></p> <p><i>Expected (in alignment with Position Description and DOE)</i></p> <ul style="list-style-type: none"><li>• Peer reviewed publications or presentations at professional conferences</li></ul> <p><b>Additional Evidences</b></p> <ul style="list-style-type: none"><li>• Participation in education/training grants</li><li>• Mentoring students in research/scholarship</li><li>• Development and dissemination of manuals, chapters, multimedia programs, clinical education innovations in support of teaching and professional practice.</li><li>• Development and dissemination of professional practice innovations (if applicable) such as innovative approaches to examination and intervention, patient care organizational strategies.</li><li>• Reviewer for book chapters, journals, abstracts, conference submissions, technical report (i.e., self-study)</li><li>• Professional commendations/awards</li><li>• Recognition via interviews, broadcasts, print media, podcasts, or social media</li><li>• Publications, presentations, grant activities, creative projects, white papers, clinical or educational guidelines.</li><li>• Scholarly collaborations at department, college, or university levels</li><li>• Participation in accreditation activities related to own program or to the profession (e.g., accreditation site visitor, appointment to review of accreditation standards, or self-study reviewer)</li></ul> <p><b>Service</b></p> <p><i>Expected (in alignment with Position Description and DOE)</i></p> <ul style="list-style-type: none"><li>• Participation in Department/College committees, task forces, governance bodies</li><li>• Participation in community activities related to professional expertise and the University mission.</li><li>• Contributions to relevant state, regional or national professional organizations.</li><li>• Participation in clinical service activities (i.e.: direct patient care, preceptorship, etc.)</li></ul>
<b>Professor</b>	<p><b>Meets criteria for associate professor, plus:</b></p> <ul style="list-style-type: none"><li>• Demonstrates high achievements in the areas of teaching, advising and other instructional activities</li><li>• Demonstrates significant contributions in professional, university and/or public service</li><li>• Has earned external recognition for excellence in professional, educational, and/or scholarly activities.</li><li>• Recognition should be on a regional or national level in the field of assignment.</li></ul> <p><b>Required</b></p> <ul style="list-style-type: none"><li>• Doctoral level degree in profession or related field</li></ul> <p><b>Teaching, Advising and Other Instructional Activities</b></p> <p><i>Expected (in alignment with Position Description and DOE)</i></p> <ul style="list-style-type: none"><li>• Demonstrate evidence of continuing improvement in abilities related to teaching, advising and mentorship of students as evidenced through teaching portfolio and CV</li><li>• Recognition of teaching expertise through student evaluations, teaching awards, commendations, or invited consultations and presentations</li><li>• Demonstrated mentorship of faculty, staff, and students in teaching</li></ul> <p><b>Additional Evidences</b></p> <ul style="list-style-type: none"><li>• Recognized teaching contributions to educational programs outside of primary appointment (interprofessional contributions)</li><li>• Recognized educational contributions to other professionals and community members (e.g., continuing education, invited presentations, workshops, and demonstrations).</li><li>• Mentorship of graduate or professional students to thesis/research project completion</li><li>• Relevant contributions to assessment programs (e.g., overall curriculum assessment, graduate outcomes, student learning outcomes, clinical outcomes).</li><li>• Leadership role in teaching mission (e.g., Director of Graduate Studies, Director of Undergraduate Studies, Program/Unit Director, Director of Professional Studies, Admissions Director, Curriculum Chair/Coordinator, Accreditation Self-study Coordinator, Director of Clinical Education)</li><li>• Significant participation in accreditation activities related to own program or to the profession (e.g., accreditation site visitor, appointment to review of accreditation standards, or self-study reviewer)</li></ul> <p><b>Professional and Scholarly Activity</b></p> <p><i>Expected (in alignment with Position Description and DOE)</i></p> <ul style="list-style-type: none"><li>• Peer reviewed publications</li><li>• Presentations at national and/or international conferences</li></ul>

## Rank

### Must demonstrate (CHS Criteria) (Administrative regulations criteria)

## Evidences

	<p><b>Additional Evidences</b></p> <ul style="list-style-type: none"><li>• Participation in educational projects/training or research grants</li><li>• Author of book chapters in field or white paper</li><li>• Citations of work</li><li>• Development and dissemination of innovative teaching technologies (e.g., multimedia programs)</li><li>• Professional commendations/awards</li><li>• Reviewer for book chapters, journals, grants, abstracts, conference submissions, technical report (i.e.: self-study)</li><li>• Scholarly collaborations at dept/college/university levels</li><li>• Recognition via regional, national, or international interviews/broadcasts/print media, podcasts, or social media</li><li>• Copyrights, intellectual property</li></ul> <p><b>Service</b></p> <p><b>Expected (in alignment with Position Description and DOE)</b></p> <ul style="list-style-type: none"><li>• Participation in University committees, task forces, governance bodies</li><li>• Leadership role at the University, college, or professional level</li><li>• Substantial participation in community activities related to professional expertise and mission of the University.</li><li>• Contributions to national or international professional organizations, task forces, boards</li><li>• Demonstrated accomplishment in clinical service activities (i.e.: direct patient care, preceptorship, etc.)</li></ul>
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