

**University of Kentucky College of Medicine**  
**Department of Anesthesiology**  
**Academic Appointment & Promotion**  
**Research Title Series, Non-Tenure Eligible**  
**Statements of Evidence**

The Department of Anesthesiology is comprised of a diverse group of faculty and staff who are committed to the department's vision of innovation and growth in education, research, and clinical care. Faculty with appointments in the Research Title Series are critical to advancing this vision.

As defined by the University of Kentucky Administrative Regulations (AR2:5), the Research Title Series is a professorial series for appointment and promotion of appropriately qualified individuals who participate in the University's academic program but whose activities shall be limited to participation in projects which (1) involve research or other creative activity, (2) are of limited and specified duration, and (3) the institution operates under contracts, grants, or other designated funds (see UK Administrative Regulation 2:5). A faculty employee on appointment in the Research Title Series shall not have any regularly-scheduled teaching or service assignments. Individuals appointed to The Research Title Series are not eligible for tenure.

Reputation is one of the primary criteria for appointment, promotion, and tenure, as criteria for each faculty rank are grounded in assessment of growth from local to regional to national/international renown.

Terminology

1. *Local* recognition refers to within the faculty member's department and UK HealthCare system.
2. *Regional* recognition refers to outside and beyond the UK HealthCare system but within the Commonwealth of Kentucky.
3. *National* recognition refers to activities that are outside of Kentucky.
4. *International* recognition refers to activities that are outside of the United States.

Criteria for Appointment and Promotion for Research Title Series Faculty

As described in the University of Kentucky Administrative Regulations (AR2:5), three areas of activity are important in the evaluation of individuals for appointment, performance review, and promotion in the Research Title Series: (1) research or other creative activity; (2) professional status and activity; and (3) ability to initiate and maintain a program of research or creative activity supported by contracts, grants, or other designated funds.

Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment or promotion to any one particular rank in the Research Title Series, the following statements are provided as guidelines.

A. Assistant Research Professor Appointment to the rank of Assistant Research Professor shall be made when it has been determined that the individual has a current independent capability for conducting reliable research or other creative work supported through contracts, grants, or other designated funds, has a potential for significant professional growth in the field of research or creative activity, and holds the terminal academic degree appropriate to the field of assignment.

B. Associate Research Professor Appointment or promotion to the rank of Associate Research Professor shall be made only after an indication of continuous improvement and contribution by the individual in research or other creative activity supported through contracts, grants, or other designated funds. Furthermore, the individual shall have earned some regional recognition for excellence appropriate to the field of assignment.

C. Research Professor Appointment or promotion to the rank of Research Professor is an indication that, in the opinions of colleagues and administrators, the individual is outstanding in research or other creative activity supported through contracts, grants, or other designated funds and has earned national recognition. It should be further emphasized that this rank is a recognition of attainment rather than years of experience or length of appointment.

### Research/Scholarly Activity

#### Examples of Research/Scholarly Activity

- Intramural research funding, including applications pending or approved but not yet funded (not mandatory)
- Extramural research funding, including contracts and industry-sponsored, in the department or otherwise in the COM, including applications pending or approved but not yet funded (only if not mandatory)
- Publications in peer-reviewed journals.
- Publications of a chapter in a scholarly book.
- Author or editor of a scholarly book.
- Service as journal reviewer or journal editorial board member.
- Meeting presentations including lectures, moderating or abstract/poster sessions.
  - Associate Professor – local, regional, or national
  - Professor –national or international
- Invited lectures for discussion of research related topics only
  - Associate Professor: one or more invited lectures for discussion of research related topics only
  - Professor: two or more invited lectures for discussion of research related topics only
- Symposium, panel, or workshop moderator or member.
- Moderator of poster/paper session.
- Primary Investigator or Co-PI on collaborative research projects (not mandatory)
- Evidence of creativity (e.g. intellectual property, patent, innovative published techniques).
- Funding/publication from collaborative work within UK.
- Contributions to Team Science

Evidence of success/excellence in research/scholarly activities when not self-evident by the faculty holding PI funding or senior author status is provided by:

- Letters of support from the study PI or senior author of the publications indicating the specific role and contributions of the faculty member (Examples of unique creative contributions could include conception and design of the project; program evaluation; clinical support; analysis and interpretation of data; intellectual contribution to grants and manuscripts; and administrative, technical, supervisory or material support of the project. These efforts may not require or result in independent funding).
- For team science projects letters of support should assess the faculty member's contribution as major, moderate, or minor (defined below). Contributions assessed as "major" should be considered as equivalent to first or last authorship.
  - Major: substantive input into overall design of research protocol or manuscript; regular participation in study meetings with input on a range of issues or protocol amendments; planning and directing analyses that span the breadth of the protocol.
  - Moderate: input into one or more specialist areas of a protocol or manuscript; regular participation in data collection, analysis, management, or quality control activities on a specific aspect that contributes to overall project, but without direct input into the overall project; assistance with revision/ resubmission/ rebuttal of a manuscript or project.
  - Minor: provision of critical review to sharpen a research protocol or manuscript without major substantive changes; advising only on specific issues when requested by the PI (eg – not regularly involved), performance of data acquisition or analysis without participation in the overall project.
- Letters from trainees indicating the faculty member's role in their degree completion and/or position placement.
- Letters of support from faculty peers indicating the faculty member's role.

### Service/Administration

#### Examples of Service/Administration Activity

- Service on a professional committee as a member.
- Local, regional, national, international
  - Associate Professor –Local, regional, or national
  - Professor – National or international
- Service on a Grant Review Committee.
  - Associate Professor – Local, regional, or national
  - Professor – National or international
- Service as an officer or an active committee or subcommittee member in a professional organization.
  - Associate Professor – Local, regional, or national
  - Professor – National or international
- Service on a governmental commission, task force, or board.
- Service as an administrative leadership role at UK or its affiliated institutions.
- Service as program chair or similar position at an academic meeting.
  - Associate Professor – Local, regional, national
  - Professor – National or international

- Service as an officer or active member in the Faculty senate or Faculty council.
- Service as an officer or active member of major COM or UK Healthcare committees.
- Service as a member of the IRB or IACUC research committees.

Faculty must demonstrate commitment to academic research by meeting at least 5 of the research/scholarly activity criteria and 3 of the service, administration and leadership criteria.

### Process

The Chair and Vice Chair are responsible for determining the readiness of faculty for promotion. The curriculum vitae will be reviewed by the Committee of Academic Promotions of the Department of Anesthesiology, providing feedback concerning suitability for promotion with recommendations for promotion success. The chair and faculty member will consider the recommendation and decide whether or not to proceed. If the decision is to proceed, the Faculty Administrator will work with the chair and the candidate to prepare the promotion dossier.