

Appointment, Promotion, and Tenure  
Statements of Evidence

Department of Neuroscience

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## **Departmental Policies for Promotion and Tenure:**

To be considered for promotion, all faculty members must meet the terms outlined in their letters of appointment (or reappointment) consistent with the Departmental Statements of Evidence. It is expected that all faculty will work toward the advancement of their professional development.

Faculty are, eligible to apply for a position in a new Title series at any time. The faculty member will be considered for appointment to this new title series position per the usual Department and College procedures. There is no “time clock” limitations on applying to new title series positions.

While promotion is not based on time in position, submission for promotion/tenure earlier than 4-6 years in rank is unusual but may be considered with support by the Faculty member, Chair and Department.

Below are lists of performance items for promotion in rank by title series:

### **Regular Title Series (tenure-eligible)**

#### **Assistant Professor**

- Ph.D., M.D./D.O. or equivalent and several years postdoctoral experience, with important commitment to original and independent biological research. Significant formal research training. Strong potential for independent funding.
- Contributor to, or author of, refereed, substantive publications; may include case reports or reviews.
- Potential for excellence in research training and in the education of undergraduates, graduate students, medical students, postdoctoral trainees, other professional and pre-professional students, or more than one of these.
- Potential to actively take part in university service and/or high impact community outreach activities.
- Potential for a high level of scientific competence in one or more specialty areas as evidenced by membership in professional scientific organizations.
- Potential to develop a regional to national reputation as an original investigator outside the UK medical community.

#### **Associate Professor**

- Excellent service as an Assistant Professor at UKCOM (or its equivalent elsewhere) with record of excellence in biological research. Independent funding and reasonable expectation of continued independent funding. Substantial contribution to team science, as demonstrated by being co- investigator on multiple projects can also be considered in specific instances. Evidence of success/excellence in research/scholarly activities when research leadership is not self-evident (e.g., extramural funding resulting from

interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research), may be provided by letters of support from the study PI or Co-Is.

- Continuing publication of original results in refereed journals that are at the forefront of a field of research. Should be first or senior author or contributor of major ideas and innovations. Significant contributions as 'middle' author may be identified by letters of support from the study PI or senior author of the publications indicating the specific role and contributions of the faculty member. Contributions assessed as "major" (e.g., substantive input into overall design of research study 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 study) should be considered as equivalent to first or last authorship. Independence from senior scientific mentors should be demonstrated by publications and grants that do not formally involve formal mentor contribution. The determination of independence will consider evaluations by senior scientific mentors.
- Active and effective participation in research training of undergraduate, graduate and/or postdoctoral trainees and scientists. This may be demonstrated by progression and/or graduation of trainees, trainee publications and presentations with the faculty candidate as senior mentor, trainee awards, letters from trainees indicating the faculty member's role in their degree completion and/or position placement, placement of trainees as graduate students, postdocs, faculty, or in other research or professional fields. This may also be supported by participation on dissertation committees.
- Education of undergraduates, graduate students, medical students other professional and pre-professional students, or more than one of these. Educational excellence is evidenced by the teaching portfolio, evaluations by course directors, other instructors, and/or students in courses taught by the faculty candidate, and teaching awards.
- Active participation in university, college, and/or departmental service.
- Emerging regional to national reputation as an original investigator outside the UK medical community, as evidenced by letters of evaluation from external reviewers, presentations at regional and national meetings, invited seminars or lectures at other institutions, study section service at society or government agencies, editorial board service for professional journals or books, and membership in professional societies.

### **Professor**

- Excellent service as Associate Professor in UKCOM (or its equivalent elsewhere) with important accomplishments in biological research. Significant and sustained independent funding and reasonable expectation of continued independent funding. Additional expectations may include design, facilitation, and implementation of rigorous peer-reviewed funding for team science research, including enlistment of co-investigators, participation as a co-investigator, leadership in multi-investigator studies, training grants, participation in multi-investigator, program project, or center grants, etc. Evidence of success/excellence in research/scholarly activities when research leadership is not self-evident (e.g., extramural funding resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies

a substantial role in research), may be provided by letters of support from the study PI or Co-Is.

- Continuing publication of outstanding, original, and innovative research findings. Should typically be first or senior author or contributor of major ideas and innovation. Publications resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research will also be valued. Evidence of success/excellence in research/scholarly activities when not self-evident by the faculty holding senior author status can be provided by letters of support from the senior author of the publications indicating the specific role and contributions of the faculty member. Contributions assessed as “major” (e.g., substantive input into overall design of research study 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 study) should be considered as equivalent to first or last authorship.
- Continued leadership in research training of undergraduate, graduate and/or postdoctoral trainees and scientists. This is evidenced by progression and/or graduation of predoctoral trainees, trainee publications and presentations with the faculty candidate as senior mentor, trainee awards, letters from trainees indicating the faculty member’s role in their degree completion and/or position placement, placement of trainees as postdocs, faculty, or in other research or professional fields, participation on dissertation committees.
- Excellence in university, college, departmental, and/or community service, as evidenced by consistent committee involvement and/or involvement in multiple committees, reappointment to committees, committee or sub-committee leadership, service on professional society or other committees outside the university, editorial board service, etc..
- Continued commitment to the education of undergraduates, graduate students, medical students, other professional and pre-professional students, or more than one of these. Educational excellence can be evidenced by the teaching portfolio, evaluations by course directors, other instructors, and/or students in courses taught by the faculty candidate, teaching awards and other public recognition.
- National and international reputation within his or her field, which may be evidenced by memberships on a grant review panel/study section or ongoing, repeat invitations for service on study sections if not a regular member, advisory groups, invited presentations at international meetings or foreign institutions, service on committees for professional societies, etc., and awards, prizes, and other notable academic achievements. Evidence of professional development training will also be considered.

## **Special Title Series (tenure-eligible)**

### **Assistant Professor**

- Ph.D. or post M.D./D.O. or equivalent and postgraduate training with important commitment to teaching and service of an administrative nature. Community outreach activities should also be considered.
- Potential for, or evidence of, a high level of competence in the classroom.
- Recognition or potential for recognition by peers and students as an excellent basic science or clinical teacher for medical students, graduate students, undergraduates, and other trainees.
- Potential for publication of biomedical or anatomical observations, reviews, or analytic studies in peer-reviewed journals that may contribute significant new knowledge and/or organize, synthesize, and convey existing knowledge in a way that enhances the practice of biomedical or anatomical sciences. Publications should describe state-of-the-art advances in biomedical or anatomical sciences.

#### **and/or**

- Potential for development of teaching materials, including new curriculum offerings, educational programs, textbooks, syllabi, computer programs, or videotapes that significantly improve the method or quality of instruction in the College.

### **Associate Professor**

- Excellent service as Assistant Professor in UKCOM (or its equivalent elsewhere) with record of excellent teaching.
- Continuing excellent and high-quality contributions to the teaching of undergraduates, residents, graduate students, medical students, or other professional and pre-professional students, or more than one of these. Recognition of excellence which may be available from formal peer evaluations, student evaluations, or teaching awards. Impact and value of teaching should be recognized beyond the local level, as demonstrated by invitations and repeat invitations to teach in other departments and colleges within the university.
- Excellent reputation outside the UK medical community as an authority in an area of expertise. This may be demonstrated by invitations to address educational societies, etc.
- Continuing publication of biomedical or anatomical observations, reviews, or analytic studies in peer-reviewed journals that are recognized as authoritative and that influence the practice of biomedical or anatomical sciences.

#### **and/or**

- Continuing development of teaching materials, including new curriculum offerings, educational programs, textbooks, syllabi, computer programs, or videotapes that make a unique contribution to the quality and method of teaching a given subject throughout the College of Medicine and beyond the local community.

## **Professor**

- Excellent service as Associate Professor at UKCOM (or its equivalent elsewhere) with important accomplishments in teaching.
- National reputation for superior accomplishments within an area of expertise. This may be demonstrated by invitation to membership or fellowship in prestigious professional societies, other academic recognitions or awards, and leadership role in department.
- Recognition for being among the very best educators for medical students, residents, graduate students, and other trainees. Impact of superb teaching should be apparent locally and nationally and may be demonstrated by formal peer evaluations, student evaluations, or teaching awards. National reputation may be demonstrated by invitations and repeat invitations to teach in other hospitals, other medical schools or universities, programs of specialty societies and national continuing medical education courses and by invitations to serve as visiting professor or named lecturer. Impact may also be recognized by success or stature of trainees as determined by peers outside of the University of Kentucky.
- Publication in peer-reviewed journals of analytic biomedical or anatomical studies, comprehensive reviews, or textbooks and chapters that are recognized as exhibiting important influence at the national level; may serve as editor of textbooks or journals.

### **and/or**

- Development of original teaching materials, such as new curriculum offerings, educational programs, syllabi, video materials, or computer programs that are widely used throughout the nation.

## **Research Title Series (non-tenurable)**

### **Assistant Professor**

- Ph.D., M.D./D.O. or equivalent and several years postdoctoral or comparable relevant experience, with important commitment to biological research.
- Contributions to refereed, substantive publications, including case reports or reviews.
- Capability for conducting reliable research supported through grants, contract, or other designated funds.
- Potential for significant professional growth in the field of research.
- Potential for participation in research training of colleagues.
- Potential for high level of scientific competence in specialty area as evidenced by candidacy or membership in elected professional scientific organizations.

### **Associate Professor**

- Excellent service as Assistant Professor in UKCOM (or its equivalent elsewhere) with significant time commitment and record of excellence in biological or behavioral research. Significant independent funding and reasonable expectation of continued independent funding. Substantial contribution to team science, as demonstrated by being co-investigator on multiple projects may also be considered. Evidence of success/excellence in research/scholarly activities when research leadership is not self-

evident (e.g., extramural funding resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research), may be provided by letters of support from the study PI or Co-Is.

- Continuing substantive contribution to excellent research that is published as first or senior author.
- Active and effective participation in research training in assigned laboratory.
- Regional reputation within a field of investigation, which may be evidenced by invited lectures, service on grant review panels, editorial board service, membership in professional societies, etc.

### **Professor**

- Excellent service as Associate Professor in UKCOM (or its equivalent elsewhere); outstanding contributions to biological research.
- Significant and sustained independent funding and reasonable expectation of continued independent funding. Additional, alternative expectations may include design, facilitation, and implementation of rigorous peer-reviewed funding for team science research, including participation as a co-investigator on multiple extramural awards, leadership in multi-investigator studies, participation in multi-investigator, program project, or center grants, leader of Core facilities, etc. Evidence of success/excellence in research/scholarly activities when research leadership is not self-evident (e.g., extramural funding resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research), may be provided by letters of support from the study PI or Co-Is.
- Continuing contribution to publication of outstanding, original, and innovative research findings as first or senior author.
- Active and effective participation in research training in assigned laboratory.
- National reputation within his or her field as evidenced by memberships in study sections, advisory groups, prestigious professional societies, editorial board membership, etc., and awards, prizes, and other notable academic achievements.

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