

University of Kentucky

College of Health Sciences

HCS Evidences for Appointment, Promotion and Tenure**Narrative**

- Specific contract, DOE, and position description will determine focus and expectation in teaching.
- 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.

Lecturer Title Series

Rank	Must demonstrate (CHS criteria)	Evidences
Lecturer Appointment	<ul style="list-style-type: none"> • Degree appropriate to area of appointment • Professional credentials as appropriate • Potential for excellence in teaching • Content competence as appropriate for the position 	<p><i>Required</i></p> <ul style="list-style-type: none"> • Minimum of terminal degree in field or master's degree • Licensure, certification as appropriate • Potential for excellent instruction as measured by oral presentation (s), documented teaching experiences, or formal or informal evaluations of teaching • Documentation of content competence, as appropriate to position (e.g., supervisor evaluations, awards, patient evaluations, productivity, clinical educator evaluations or advanced certification)
Lecturer Reappointment	<p>Meets the criteria for lecturer, plus:</p> <ul style="list-style-type: none"> • College and professional service as appropriate for the position 	<p><i>Expected (in alignment with DOE)</i></p> <ul style="list-style-type: none"> • Evidence of continuous improvement in teaching, advising, and student mentoring as evidenced through the CV and teaching portfolio, including documentation of teaching experiences, teaching evaluations, advising evaluations and other relevant information. • Continued evidence of clinical practice or content competence, as appropriate to position, as evidenced through supervisor evaluations, awards, patient evaluations, productivity, clinical educator evaluations or advanced certification • Current licensure, certification as appropriate to position • Participation in activities that foster growth as an educator, such as engagement in CE and seminars on teaching effectiveness, or pursuit of advanced degrees <p><i>Additional types of evidences</i></p> <ul style="list-style-type: none"> • College and professional service, such as participation in Department/College committees; other committee service; service to professional organizations • Recognition of teaching expertise through teaching awards, recommendations, or invited consultations, or presentations • Contributions to diversity, equity, and inclusion • Peer-reviewed publications or presentations at professional conferences
Senior Lecturer Appointment & Reappointment	<p>Meets the criteria for Lecturer, plus:</p> <ul style="list-style-type: none"> • Substantial and consistent contributions to the unit's teaching mission. • Achievement of excellence as an educator. • Content competence, as appropriate for the position • College and professional service, as appropriate for the position 	<p><i>Required</i></p> <ul style="list-style-type: none"> • Minimum of 5 years of continuous full-time service as a Lecturer <p><i>Expected (in alignment with DOE)</i></p> <ul style="list-style-type: none"> • Excellence in teaching, advising, and mentoring of students (in classroom, research, or laboratory) as evidenced through CV and teaching portfolio, including documentation of teaching experiences, teaching evaluations, and other relevant information • Recognized contributions to the unit's teaching mission, such as development of innovative teaching methods or distance education courses; development of texts, chapters, or multimedia programs; and course/curriculum development • Participation in activities that foster growth as an educator, such as engagement in Continuing Education and seminars on teaching effectiveness, or pursuit of advanced degrees <p><i>Additional types of evidences</i></p> <ul style="list-style-type: none"> • Recognition of teaching expertise through teaching awards, commendations, and/or invited consultations and presentations • Creative activity focusing on education such as publications/presentations in scholarship of teaching and/or participation in training grants • Mentor for new faculty • Reviewer for journals or books • Peer reviewed publications • Contributions to diversity, equity, and inclusion • Presentations at professional conferences • College and professional service, such as participation in Department/College committees; other committee service; service to professional organizations