

## College of Health Sciences

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

- Although it is expected that the majority of time will be devoted to clinical service, the DOE and position description will be determinants of the faculty member's evaluation in each of the mission areas. Faculty with majority of DOE allocated to clinical service/patient care may present evidence from any category. Faculty members with significant contributions to research or other scholarly activity and/or administration are expected to include evidence of their performance in those categories.
- 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.

**Clinical Title Series**

Rank	Must demonstrate (CHS Criteria)	Evidences
<b>Clinical Instructor</b>	<ul style="list-style-type: none"> <li>• Terminal degree or other professional certification relevant to the clinical area</li> <li>• Clinical competence</li> <li>• License to practice in the discipline</li> <li>• Potential for significant professional growth in the clinical area, and contribution in the areas of clinical and experiential practice and instruction in an experiential setting</li> </ul>	<p><i>Required</i></p> <ul style="list-style-type: none"> <li>• Minimum of master's degree</li> <li>• Licensure, certification as appropriate</li> <li>• Written evaluations from clients/families, peers or colleagues, demonstrating clinical competence</li> </ul>
<b>Clinical Assistant Professor</b>	<p><b>Meets criteria for clinical instructor, plus:</b></p> <ul style="list-style-type: none"> <li>• Terminal professional degree in field of practice</li> <li>• Professional recognition at the local level</li> </ul>	<p><i>Required</i></p> <ul style="list-style-type: none"> <li>• Terminal professional degree in field of practice expected</li> <li>• Documentation of achievement and maintenance of competencies required for work setting</li> <li>• Documentation of clinical practice excellence (e.g., supervisor evaluations, awards, patient feedback)</li> </ul> <p><i>Additional evidences</i></p> <ul style="list-style-type: none"> <li>• Documentation of evidence-based approach to practice</li> <li>• Record of referrals for professional service</li> <li>• Positive client satisfaction surveys</li> <li>• Requests for consultation and presentation to local groups</li> <li>• Media quotes or appearances</li> <li>• Service or leadership on committees/boards/steering teams of local organizations</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul>
<b>Clinical Associate Professor</b>	<p><b>Meets criteria for clinical assistant professor, plus:</b></p> <ul style="list-style-type: none"> <li>• Substantial commitments in practice and clinical instruction</li> <li>• Creative contributions to the instructional and clinical service programs of the University or comparable institution</li> <li>• Regional recognition as a clinician</li> </ul>	<p><i>Required</i></p> <ul style="list-style-type: none"> <li>• Completion of specialty certification/advanced training/residency, unless doctoral degree in profession or related field already obtained</li> <li>• Documentation of achievement and maintenance of competencies required for work setting</li> <li>• Substantial progress in pursuit of doctoral degree in profession or related field</li> </ul> <p><b>Clinical Service/Patient Care</b></p> <ul style="list-style-type: none"> <li>• Documentation of achievement and maintenance of competencies required for work setting</li> <li>• Role in development or introduction of new/innovative clinical programs, organizational strategies, assessment strategies, treatment paradigms, etc. for clinic</li> <li>• Role in development or introduction of new/innovative strategies for clinical education</li> <li>• Role in development and/or implementation of an evidence-based approach to service delivery</li> <li>• Successful participation in interprofessional service delivery of clinical education opportunities</li> <li>• Positive client satisfaction surveys</li> <li>• Recognition for exceptional/excellent performance (within UK or external)</li> <li>• Invitations to teach and/or guest lecture</li> </ul>

		<ul style="list-style-type: none"> <li>• Supervision/mentoring of students</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul> <p><b>Research or Other Scholarly Activity</b></p> <ul style="list-style-type: none"> <li>• Authorship and/or participation in publications, presentations, grants at the state/regional level</li> <li>• Substantial contributions to continuing education/ professional practice /invited presentations</li> <li>• External funding from state /regional level funding agencies</li> <li>• Journal reviewer</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul> <p><b>Administration</b></p> <ul style="list-style-type: none"> <li>• Successful assumption of responsibilities for coordination/management of a clinical or educational initiative</li> <li>• Supervision/mentoring of employees</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul> <p><b>Service</b></p> <ul style="list-style-type: none"> <li>• Consultation requests from state/region</li> <li>• Service on statewide committees/boards</li> <li>• Substantial participation in community service related to professional expertise and mission of the University</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul>
<p><b>Clinical Professor</b></p>	<p><b>Meets criteria for clinical associate professor, plus:</b></p> <ul style="list-style-type: none"> <li>• Outstanding practitioner in opinion of colleagues and administrators</li> <li>• National, and perhaps international, recognition.</li> <li>• Excellence in areas of emphasis achieved and appropriately documented</li> </ul>	<p><i>Required</i></p> <ul style="list-style-type: none"> <li>• Completion of doctoral level degree in profession or related field</li> <li>• Documentation of achievement and maintenance of competencies required for work setting</li> </ul> <p><i>Additional evidences</i></p> <p><b>Clinical Service/Patient Care</b></p> <ul style="list-style-type: none"> <li>• History of performance reviews documenting outstanding status</li> <li>• Nomination for and/or receipt of clinical awards and honors</li> <li>• Board Certification/Specialty Recognition in area of expertise</li> <li>• Leadership role in development or introduction of new/innovative clinical programs, organizational strategies, assessment strategies, treatment paradigms, etc. for clinic</li> <li>• Leadership role in development or introduction of new/innovative strategies for clinical education</li> <li>• Leadership role in development/dissemination of an evidence-based approach to practice</li> <li>• Development of a nationally recognized assessment, treatment or management strategy</li> <li>• Opinions of outside professional peers</li> <li>• Compilation/organization of patient outcomes reports</li> <li>• National and/or international recognition as an outstanding practitioner</li> <li>• Invitations to teach and/or guest lecture</li> <li>• Supervision/mentoring of students</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul> <p><b>Research or Other Scholarly Activity</b></p> <ul style="list-style-type: none"> <li>• Authorship and/or participation in publications, presentations, grants at the national/international level</li> <li>• Journal editor/reviewer</li> <li>• External funding for research, clinical education, or clinical programs</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul> <p><b>Administration</b></p> <ul style="list-style-type: none"> <li>• Record of successful coordination/management of a clinical or educational initiative</li> <li>• Supervision/mentoring of employees</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul> <p><b>Service</b></p> <ul style="list-style-type: none"> <li>• Service on professional boards/committees of national/international organizations</li> <li>• Leadership role related to professional expertise on a national or international organization, commission, task force, board</li> <li>• Contributes to diversity, equity, and inclusion</li> </ul>