

## Promotion Guidelines

### RESEARCH TITLE SERIES

#### Center for Biomedical Engineering College of Engineering University of Kentucky

In promotion decisions related to the Research Title Series, the faculty of the Center for Biomedical Engineering in the College of Engineering base their recommendation on the candidate's performance in research-related activities as detailed in the University Administrative Regulations (AR 2:5). The University Administrative Regulations stipulate the areas of activity associated with Research Title Series positions as follows:

*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. Guidelines relative to the first two areas of activity are described under the Regular Title Series; guidelines for the third area of activity are well-established in that the contract, grant, or other source of designated funds shall cover salaries and costs of benefits for personnel, operating expenses, equipment, and overhead.*

Research Title Series faculty are expected to contribute to the mission and goals of the Center by sustained and successful activity in grant and contract generation, and by the achievement of a broadly recognized and high-quality research program. The guidelines presented here have been established according to GR VIIA.6 to assist the members of the Center for Biomedical Engineering in evaluating candidates for promotion in the Research Title Series, and to provide candidates with an understanding of those factors to be considered in the evaluation process. These guidelines are intended to supplement, but not replace, the procedures described in the University of Kentucky Administrative Regulations (*i.e.*, AR 2:1, 2:2).

#### **Promotion to Associate Research Professor (without tenure)**

The successful candidate for promotion in the Research Title Series must demonstrate substantive, original, innovative intellectual contributions to scholarship through publication or dissemination of research in appropriate peer-reviewed outlets. Scholarly accomplishment will be measured by the quantity, quality and impact of published work, as well as contributions to the generation of extramural funding. Archival journal articles, book chapters, and book manuscripts should be placed in the highest quality peer-reviewed outlets, *i.e.*, those outlets generally regarded by colleagues in the discipline as the top-tier publications on the basis of their selectivity, influence, and reputation for publishing innovative scholarship. The relative weight given to other publications (*e.g.*, conference proceedings, external reports, and web-based content) will be established based on the degree to which these publications were subject to objective peer review, and the perceived stature of such outlets in the discipline. While

collaborative research with colleagues is encouraged, it is important that the candidate demonstrate scholarly independence and leadership through lead or corresponding authorship on papers emanating from his/her research program.

As noted previously, Research Title Series faculty positions rely upon the generation of contract, grant, or other funds to cover all costs related to salary and benefits, and the administration of the research program. It is acknowledged that the source of such funding can be highly variable, and it may arise from grants and contracts procured through a Center or Institute, multi-investigator proposals, as well as single-investigator efforts. The successful candidate for promotion is expected to demonstrate a willingness to energetically seek external funding and to actively participate in the generation of grant and contract funds as required to sustain the position.

Additional measures of research quality may include: national and international conference and workshop presentations, invited seminars at major academic institutions, industrial and governmental laboratories; awards and other formal acknowledgements by peers at regional, national, and international levels; and evaluation by external reviewers. Recognition will also be given for patents and technology transfer based on innovative research.

Research Title Series faculty are expected to pursue professional service opportunities consistent with their research activities. Interactions with professional societies and participation in the peer-review process for journals and granting agencies will be appropriately recognized. In addition, Research Title Series faculty are encouraged to seek out collaborative opportunities for the mentoring of graduate students as well as qualified undergraduates.

#### **Promotion to Research Professor (without tenure)**

At the point of promotion to Research Professor, it is expected that the individual will have earned national and possibly international recognition, and s/he will have achieved a substantial body of scholarly output well beyond that established at the point of promotion to Associate Professor as demonstrated by number, quality and impact of publications, extramural funding, and external awards and recognitions. The successful candidate for promotion to Research Professor must clearly demonstrate a high-level of scholarly independence and the ability to fully support the position through the procurement of external grants and contracts. Leadership roles in the submission and award of multi-investigator and center initiatives will also be duly recognized.