

of an individual is not seriously jeopardized thereby, a change in the duties assigned to an individual may be made without such a change of assignment being regarded as a violation of his privilege or tenure rights.

IV. Criteria of Evaluation for Faculty Appointment and Promotion

A. Areas of Activity

Four areas of activity are important in the evaluation of faculty for appointment and promotion: (1) teaching, including both formal classroom activities and informal influence on students' growth; (2) research and other creative productivity; (3) professional status and activity; and (4) University and public service.

Since all appointments and promotions will be made on the basis of merit, a detailed statement on each of these areas will serve as a guide to review committees evaluating the accomplishments of a faculty member. These criteria apply to persons appointed in the regular title series.

1. Teaching and Student Relations

Markedly superior teaching and advising are recognized as distinct values and should be used as evidence for appointment and promotion. Recognition should also be taken of a faculty member's contribution to student welfare through service on student-faculty committees or as an advisor to student organizations.

Objective evidence of the quality of teaching must be obtained and used in the final report. Such evidence should consist of: (1) reports by colleagues qualified in the field; (2) evaluations by students and, if available, graduates; and (3) when appropriate, the subsequent accomplishments of graduates whose major work has been supervised by the individual under consideration.

Colleges, working through appropriate University bodies, shall develop some means to evaluate the quality as well as the quantity of academic advising done by each faculty member. As this procedure is developed and implemented, the results of this evaluation shall be considered in the annual performance review and in the decisions concerning retention and/or promotion of each faculty member.

2. Research and Other Creative Productivity

The individual under consideration must show evidence of continuing research or creative activity in his particular field. Normally, publication in whatever form considered appropriate for the field will constitute this evidence. Evaluation of the quality of this publication is imperative, and specialists in the field from both inside and outside the University should be called upon to testify to the value of the individual's research. Since certain types of research or creative work require a longer period of development before publication than do others, evaluation should also be made of work in progress, particularly in cases where retention is involved. It should be understood that

in certain activities, "publication" as used in this document may be achieved in modes different from those of the sciences and the book-based disciplines.

3. Professional Status and Activity

The demonstration that the abilities of the individual under consideration are recognized outside the University is important in evaluation, but it must be understood that such recognition must be weighted according to rank. Obviously, a candidate for the lowest rank will not be likely to have achieved wide recognition. There are many ways in which extramural recognition may be evidenced, and those entrusted with evaluation will use the kind of evidence appropriate to their fields. Qualitative rather than quantitative judgments should be made.

4. University and Public Service

Effective participation in activities appropriate to the formation of educational policy and faculty government, and effective performance of administrative duties are to be taken into consideration in the evaluative process. A service component is a normal part of a faculty member's obligation to the University.

Service to the community, state and nation must also be recognized as positive evidence for promotion, provided that this service emanates from the special competence of the individual in his field and is an extension of his role as a scholar-teacher. Public service unrelated to this role does not constitute evidence for appointment, promotion or a merit increase.

B. Balance and Intellectual Attainment

A major consideration in any appointment or promotion which carries tenure must be superior achievement in the various activities discussed in the preceding paragraphs. While the proportion of these activities may vary in terms of the individual's assignments and his specialty, it must be recognized that superior intellectual attainment is evidenced both by the quality of the individual's teaching and the quality of his research or other creative activity. Ideally, individuals selected for the tenure ranks should demonstrate superiority in all of the major criteria discussed here, and while special circumstances may cause the weight of emphasis on each to vary, care must be taken to insure that outstanding performance in a single activity does not obliterate the other factors that should be considered in evaluating academic excellence.

C. General Criteria for Ranks

Although it would be impossible to specify the exact criteria for judging an appointment or promotion to any one particular rank, a few general statements are made as guides to review committees.

1. Assistant Professor

Appointment or promotion to the rank of assistant professor should be made

when it has been determined that the individual has a current capability for good teaching, research and University service and a potential for significant growth in these areas, and the terminal degree appropriate to his field.

2. Associate Professor

The promotion to associate professor should be made only after an indication of continuous improvement and contribution of the individual both in teaching and research or other creative productivity. Furthermore, the individual should have earned some regional recognition for excellence in his field.

3. Professor

A promotion to the rank of full professor is an indication that in the opinion of colleagues, this individual is outstanding in teaching and in research or other creative productivity and has earned national and perhaps international recognition. It should be further stressed that this rank is a recognition of attainment rather than of length of service.

V. Criteria for Classifying University of Kentucky Faculty in a Professorial Series for Those Involved in the Extension or Applied Activities of Their Discipline On or Off Campus

The Special Title Series for Extension consists of: (1) assistant extension professor; (2) associate extension professor; and (3) extension professor.

This classification procedure has been established to provide a system of evaluation and promotion for those University faculty whose primary assignment is to one of the University extension programs serving the citizens of the Commonwealth.

A. Criteria for Ranks

1. Assistant Extension Professor

In order to qualify for appointment in this series, a candidate must hold the terminal degree appropriate to his field, plus certification where required in the field. Further, a candidate must be judged to possess the essential teaching and organizational skills prerequisite to successful development and administration of a University service program and show evidence of potential for future professional growth.

2. Associate Extension Professor

In addition to meeting the criteria for assistant extension professor, appointment or promotion to the rank of associate extension professor shall be based upon

- a. Evidence of professional development on a state and regional basis as indicated by such factors as: