

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506

OFFICE OF THE PRESIDENT

July 9, 1974

To: Vice Presidents P. P. Bosomworth and Lewis W. Cochran

From: Otis A. Singletary *OK?*

Subject: Establishing Standards of Performance

Pursuant to a recommendation which I have received from the University Senate, I am asking you to request the submission of a proposal concerning standards of performance from each department or other basic educational unit in your academic sector.

In the development of standards, an essential premise shall be that the University of Kentucky and its academic program can be no greater than the quality and performance of its faculty. The standards and requirements in each discipline should represent minimum standards and requirements that should be exceeded in most, if not all, cases. The establishing of such standards is primarily for the purpose of continually upgrading the quality and performance of the faculty.

Each department or other basic educational unit, in consultation with its dean, shall propose reasonable standards of performance for its discipline which are consistent not only with the University's regulations but also with the goals of the University and the college and which shall include the following: (1) the normal balance among teaching, scholarship, creative productivity, and service in the discipline; (2) the means for determining the quality of teaching; (3) the minimum research or creative productivity requirements for consideration for promotion to Associate Professor or Professor; (4) the means for determining the quality of scholarship and creative productivity in the discipline; and (5) the kinds of scholarship and creativity most acceptable to the discipline.

The standards established for a department or other basic educational unit shall be an internal guide to the department or educational unit in evaluating and advising its own personnel, provide the basis upon which the Area Academic Advisory Committee shall recommend whether the documentation supports the proposed change in rank or tenure status, and provide guidance for the appropriate administrative officers in the advising, evaluating and status change processes.

The standards of performance proposed by a department or other educational unit shall be submitted through normal channels to the dean, the vice president, and the Area Academic Advisory Committee for evaluation and recommendations, and finally to the President for his consideration and approval. This review of the proposed standards shall be for the purpose of assuring coverage of the five items in the third paragraph, consistency with the University's regulations, reasonableness, and acceptable quality.