

Von Allmen School of Accountancy
Evidences for the Evaluation of Faculty in Cases of Promotion & Tenure
Updated September 16, 2022

This document provides guidance on evidences considered by the Von Allmen School of Accountancy used in evaluating faculty when making recommendations for promotion and tenure. These follow University of Kentucky regulations, specifically section AR 2:1-1 (Regular Title Series), section AR 2:1-2 (Special Title Series), and section AR 2:9 (Lecturer Series).

General guidelines of evidences to be used by the Von Allmen School of Accountancy in evaluations of faculty for appointment, reappointment, promotion, and the granting of tenure:

The portfolio of evidence used in the evaluation process has common characteristics but should also allow for individual evidence of excellence in research, instruction, and service to be assessed. Diverse areas of excellence, as well as common components, should be considered.

Promotion to Associate Professor and/or the Awarding of Tenure:

1) Research and Other Creative Activity.

An external reputation for excellence on a regional or national level is largely determined by outside letters from noted scholars. Internal evaluations are based on publications in refereed journals in the individual's area, to include journals outside of accounting, but within the individual's methodological domain. "Publications...should be evaluated, not merely enumerated." Other factors that should be considered are invited presentations, regional or national awards, invitations to conferences, presentation at conferences or participation as a discussant. Serving as a journal reviewer, editorial board member, or editor also demonstrates evidence of a national reputation. Obtaining external research grant funding is uncommon in accountancy, but would certainly be viewed positively.

2) Teaching, Advising, and Other Instructional Activities

Evidences listed in AR 2:2-1 include: "(a) reports by colleagues qualified in the field; (b) evaluations by students and, if available, graduates; and (c) when appropriate, the subsequent accomplishments of graduates whose major work has been supervised by the individual under consideration." Other evidence may include teaching awards, letters from graduates, and student performance on professional exams in the individual's area. Obtaining external teaching grant funding also indicates teaching proficiency. Continuous improvement might be demonstrated by improving student evaluations, use of innovative instructional methods, and staying current in the individual's area. Colleagues' letters ultimately determine measurement of continuous improvement. Consideration should be given to amount of teaching: course load (number of courses taught per year), course level (undergraduate, masters or doctorate), number of students, and number of different courses taught. Many of the evidences are expected to be captured in the candidate's teaching portfolio.

Academic advising is normally not a priority for assistant professors; however, participation on doctoral advisory committees and other doctoral program activities should be considered positively.

3) Professional, University and Public Service

Scholarly service at the assistant professor level will be evidenced by participation in assigned committees, attendance at Von Allmen School, Gatton College, and University functions, workshops, brown bags as well as attending national and section accounting conferences.

Promotion to Professor

1) Research and Other Creative Activity

Excellence is determined by publication in refereed journals, national awards, and appointment as editor or membership on editorial boards of leading journals. The influence of one's research is also considered, by referring to citations, participation on panels, authoring monographs or scholarly books. Primary evidence; however, consists of letters from scholars at leading universities. Other evidence includes presentation at national, sectional, or other prestigious conferences, attainment of major awards, invited presentations at similar or more prestigious institutions, invitation to serve on editorial boards, to review manuscripts for leading journals, to review grant applications for national funding agencies, and to evaluate candidates from other institutions for promotion and/or tenure.

2) Teaching, Advising, and Other Instructional Activities

Evidences in AR 2:2-1 include: "(a) reports by colleagues qualified in the field; (b) evaluations by students and, if available, graduates; and (c) when appropriate, the subsequent accomplishments of graduates whose major work has been supervised by the individual under consideration." In addition to formal student evaluations, these may include teaching awards or grants, letters from graduates, and student performance on professional exams in the individual's area. Excellence might be measured by teaching awards or grants, use of innovative instructional methods, textbook authorship. Colleagues' letters ultimately determine measurement of excellence.

Mentoring and advising doctoral students is critical to the success of the Von Allmen School and is essential for promotion to professor. Accordingly, evidence of these activities include serving as a dissertation chairperson or research advisor, coauthoring with doctoral students, serving on dissertation committees, as well as contributions to the general research environment through participation at workshops, brown bags, and other graduate student research events.

3) Professional, University and Public Service

Evidence of a candidate's contribution to service across a broad spectrum of potential activities includes, but is not limited to, the following areas:

Service to the Von Allmen School: Leadership in performance on committees; cooperation with colleagues on research projects and teaching

assignments; attendance and participation in workshops, faculty meetings, and other functions sponsored by the Von Allmen School; mentoring of graduate students and junior faculty.

Service to the University and the State: Performance on committees of the Gatton College and the University of Kentucky; administrative responsibilities and functions; and special projects for the University and state government agencies.

Service to the Academic Community: Leadership roles in the administration of academic and professional organizations; including AAA committees

Promotion to Senior Lecturer

Criteria and procedures for appointment, reappointment, and nonrenewal of appointment, terminal appoint, promotion, and faculty merit performance review at the lecturer or senior lecturer rank will be consistent with the criteria and procedures employed for tenured and tenure-eligible faculty. Since lecturer and senior lecturer appointments rarely include research, the criteria and procedures will primarily focus on teaching and service. A Lecturer Series faculty employee may be considered for promotion (without tenure) from the rank of Lecturer to the rank of Senior Lecturer at any time after five (5) years of continuous full-time service.

The portfolio of evidence used in the evaluation process has common characteristics but should also allow for individual evidence of excellence in research, instruction, and service to be assessed. Diverse areas of excellence, as well as common components, should be considered. Consistent with the evidences employed in evaluating tenured and tenure-eligible faculty, the appropriate evidences include (but are not limited to):

- Innovative teaching methods
- Employment of higher learning approaches and activities
- Student evaluations
- Recognitions from students and graduates
- Continued record of active involvement in the lecturer's academic area
- Student advising
- Faculty advisor to student organizations
- School and College committees
- Attendance at School and College functions
- Attendance at professional functions
- Professional involvement and activities outside the university