



# **INTEGRATED BIOMEDICAL SCIENCES**

## **Graduate Handbook**

### **2025-2026**

*First-year curriculum for the following doctoral programs:*

Microbiology, Immunology and Molecular Genetics  
Molecular and Biomedical Pharmacology  
Molecular and Cellular Biochemistry  
Nutritional Sciences  
Neuroscience  
Physiology  
Toxicology and Cancer Biology

# **UK**

UNIVERSITY OF KENTUCKY  
College of Medicine

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Welcome to the Integrated Biomedical Sciences!

This handbook provides guidelines and policies for the Integrated Biomedical Sciences (IBS), the first-year core curriculum for the following doctoral programs at the University of Kentucky College of Medicine:

- Microbiology, Immunology and Molecular Genetics
- Molecular and Biomedical Pharmacology
- Molecular and Cellular Biochemistry
- Neuroscience
- Nutritional Sciences
- Physiology
- Toxicology and Cancer Biology

This handbook is meant to assist students by offering a general framework for their first year of study. While it is consistent with the Graduate School requirements and the doctoral programs it serves, it is not comprehensive. Students should consult the University of Kentucky Graduate School Bulletin for the formal regulations governing all doctoral programs at UK. They are also advised to consult the departmental handbooks of any Ph.D. programs in which they are interested for additional program-specific requirements and guidelines.

## I. ADMINISTRATION

IBS is housed administratively in the College of Medicine Dean's Office under the Senior Associate Dean for Biomedical Education.

### **IBS Graduate Committee**

The IBS Graduate Committee is comprised of the IBS Curriculum Committee and the IBS Admissions Committee sitting as a committee of the whole with 3 *ex officio* members: the dean of the UK College of Medicine (or his representative), the director of graduate studies for the Integrated Biomedical Sciences and the director of the Integrated Biomedical Sciences. This Committee oversees all aspects of the IBS curriculum, develops policies and guidelines for the Integrated Biomedical Sciences, and serves as a grievance committee for IBS students and faculty.

### **IBS Academic Committee**

The IBS Academic Committee, comprised of the directors of graduate studies (DGSs) of all programs participating in IBS, monitors academic performance and is responsible for all issues related to lab rotations. The Committee oversees placement of IBS students into research labs during rotations, assesses student progress in lab rotations and assigns grades for IBS 609: Research in IBS at the end of the IBS curriculum, and supervises the permanent lab assignments and doctoral program placement of IBS students.

### **IBS Admissions Committee**

The IBS Admissions Committee is composed of one member from each doctoral program participating in IBS. It is responsible for recruitment, review of applications and admission of students to IBS.

### **IBS Curriculum Committee**

The IBS Curriculum Committee is composed of appointees designated by the Chairs of the departments participating in the IBS program. They review curricular issues on a yearly basis and whenever the need arises.

### **Office of Biomedical Education**

Administration of IBS is supported by the Office of Biomedical Education located in Room MN2xx of the Medical Sciences Building. Administrative tasks include recruiting, supporting admissions, organizing IBS Orientation, onboarding new students, organizing professional development opportunities, resolving any student-related problems. The staff of the Office of Biomedical Education (OBE) are available for assistance with any issue encountered by students.

### **ID Badges/Library Card/UK Animal Facilities/WildCard ID**

The OBE will cover the processing fee for the initial UKMC ID badge that is also used as a library card, for access to animal facilities, and as a key card for the various Medical Center security systems. Because ID badges permit entrance to secure University facilities, students are responsible for keeping their IDs in their possession. ID badges left in the open (on lab benches, library tables, etc.) may be confiscated. Students are responsible for replacing damaged or lost ID badges and paying the specified processing fee.

Students working in buildings with restricted access should contact the department administrator of their rotation mentor's department for permission to have their ID programmed as a "key" to the building.

Lab personnel who have received appropriate approvals from the Division of Laboratory Animal Resources (DLAR) and have the red "DLAR" sticker on their Medical Center ID badges are permitted access to animal facilities.

To obtain a library ID code, students should apply at the front desk of the Medical Center Library.

The UK student ID is the WildCard ID v2.0 available at the UK WildCard UKID Center, 107 Student Center, 9 am - 5 pm, for \$15. This ID is required to access student tickets for UK events and provides other discounts in Lexington.

### **Keys**

If appropriate, keys to rotation labs are obtained through the department in which the student is rotating.

### **Parking**

Students, who are also employees, have 2 official parking options. The K tag (student) is for the stadium parking lot, with a shuttle to the Medical Center. An E tag is more expensive but permits access to the closer E lots. Additional information is available at: <http://www.uky.edu/Parking/>. For current parking rates refer to the website.

## II. FINANCIAL SUPPORT

### Stipends

For students in receipt of an IBS financial aid package, IBS offers a 12-month stipend of \$30,500, which may be funded from a variety of sources. For domestic students, the stipend is considered as wages paid to part-time student employees and is subject to federal and state income taxes. For international students, the tax treaty in place between the student's home country and the U.S, if any, determines the taxes due on the stipend. Absent a tax treaty, international students are subject to the same payroll taxes as domestic students.

Students do not pay FICA (Social Security and Medicare) taxes when enrolled for at least 6 credit-hours during fall and spring semesters and at least 3 credit-hours in second summer session. In addition, students are not subject to Lexington city taxes (school tax and occupational tax).

Fellowship awards do not have taxes deducted from them, nor are they reported to the IRS as income earned. However, they are taxable income. Fellowship holders can request a report of fellowship income from the Graduate School Funding Office for tax purposes.

All IBS students serve as research assistants (RA). While they have no separately assigned work duties as such, they are required to conduct research during lab rotations under the guidance and approval of a faculty mentor in order to fulfill their obligations as RAs. RA appointments are considered 0.5 FTE and as such there is an expectation that student spend 20hrs per week doing research during rotations. In addition, all IBS students are required to follow the prescribed course of study, participate in departmental seminars and journal clubs, and in general follow the rules and procedures of the IBS curriculum in fulfillment of their responsibilities.

Financial support is provided to students in good standing. A student's performance in all aspects of the IBS curriculum is monitored periodically. If a student's performance is found to be unsatisfactory, financial support will be terminated. In addition, students officially on academic probation are not eligible for RA support and will be responsible for all tuition and fees.

Once in their chosen graduate program, graduate students are encouraged to seek out external funding during their graduate education. Receipt of a prestigious external fellowship is a beneficial addition to a student's C.V.

### Payroll

Graduate students with an IBS financial aid package are placed on the UK payroll and are paid bi-weekly. The College of Medicine Dean's Office, through the OBE, handles the IBS student payroll. IBS students, as UK employees, are required to have directdeposit for their paychecks. However, **it is critical that they review the pay stub provided each month to verify that the gross pay amount is correct and that deductions are appropriate. In the event of either underpayment or overpayment, it is the student's responsibility to report the error so that it may be corrected. All employees are responsible for repaying any overpayments.** In addition, refund of FICA taxes and Lexington city taxes may be restricted by law and needs to be corrected in a timely manner. During IBS Orientation, each IBS

student is provided a spreadsheet showing his/her gross pay amounts per pay period from all sources to assist in managing these payroll issues.

### **Outside Employment**

All IBS students receive either internal or external funding support. Stipends are provided to help defray living expenses for students pursuing a graduate degree. By accepting an assistantship and/or fellowship, the student takes on the responsibility of devoting adequate time to completion of program requirements. Outside employment is not permitted except under unusual circumstances, as it interferes with the student's ability to obtain optimal training. Outside employment must be approved by the IBS Academic Committee, DGS, and IBS Director. Failure to obtain prior approval may result in suspension of the IBS stipend. Students should also be aware that outside employment could delay progress toward the degree to the point that the stipend may be discontinued.

### **Tuition**

Students awarded a research assistantship or fellowship through IBS receive payment of tuition, both in-state and out-of-state. Students are guaranteed payment of tuition related to their doctoral programs subject to the following conditions:

1. The coursework for which the student has registered has been approved by the IBS director during the IBS year, and by the chair of their advisory committee and the DGS of their program, once they have entered a doctoral program.
2. The student is in good academic standing. Students who have been notified by the Graduate School that they are officially on academic probation will have their stipend and tuition support removed. Once they have raised their GPA to the required 3.0 and have regained good academic standing, payment of any future tuition charges may be covered by their PI and/or program, subject to condition #1.

### **Fees**

The University assesses all full-time students a variety of fees, including a registration fee, a health fee and an athletic facilities fee. Payment of these fees is included in the IBS financial aid package.

### **Refunds**

Graduate students occasionally receive refund checks from the Student Billing Office. Often, such checks represent either an error since the refund should be returned to the department that paid the fee, or an overpayment that resulted when a fee was not correctly assessed. For example, if the health fee was not properly assigned to the student's record and a department pays the health fee for this student, the student may receive a refund and also not have access to University Health Services because the health fee wasn't paid. Refund checks from UK offices should not be cashed until the student has verified either with the IBS Office or departmental business staff that the refund is not in error.



### **Student Health Insurance**

All full-time funded graduate students in good standing receive the student health insurance plan offered by the UK Graduate School. This plan is underwritten by Academic Healthplans. Coverage begins on August of each academic year. Once established, the policy is a 12-month policy while the student continuously pursues his/her degree program. Dependents may also be covered under this policy; the cost for dependent coverage is borne by the individual student. visit: <https://hr.uky.edu/insurance-and-retirement/health-insurance-and-benefits/student-health-plan>

This insurance may be purchased by any graduate student through the University Health Services. International students on external fellowships must carry health insurance in the U.S. which includes repatriation coverage.

### **University Health Services**

The student health fee covers the cost of most services at the University Health Services (UHS) located in the University Health Services Building on Limestone. Use of the University Health Services combined with the Academic Healthplans health insurance policy offers students low-cost and accessible medical care. To schedule a UHS appointment (necessary for most services) and for a listing of services covered by the health fee, please consult their web site at <https://ukhealthcare.uky.edu/university-health-service/student-health>

### **Vacations and Holidays**

In the College of Medicine, full time RAs on a 12 month appointment are entitled to 10 working days (2 weeks) paid vacation per year. Timing of vacations must be discussed with the student's mentor to make sure that projects needing attention during a student vacation are not compromised by the absence. Vacation time must be taken during the academic year July 1 to June 30 and does not roll over to the next year. Students requiring more than 2 weeks due to family commitments, international travel to visit family, extension of paid parental leave, etc must discuss with and get approval from the thesis mentor. In these cases, students may utilize holiday days or borrow vacation time from the next year (if pre-planned) if the mentor agrees. Ras are entitled to holiday leave with pay in accordance with HR policy #83 and the [President's Official Holiday Announcement](#). Note that Spring Break and Fall Break do NOT fall within this policy and are not official holidays. IBS students who leave town between semesters MUST arrive on campus in time to attend classes on the first day of the semester.

### III. ACADEMIC ISSUES

#### Full-time Graduate Student Status

To maintain full-time student status, graduate students must be enrolled in at least 9 credit hours of graduate coursework and no more than 15 credit hours (enrollment above 12 credit hours requires special permission from the Graduate School). Falling below 9 credit hours places the student in part-time status, at which point Graduate School financial awards and IBS financial support will be suspended. For International students, falling below 9 credit hours puts them "out of status" in terms of the academic program designated on their 1-20 or DS2019. This may require a return to their home country for issuance of a new visa.

#### Residency Requirement

The Graduate School requires that all students pursuing the Ph.D. degree satisfy the residency requirement. This usually involves two years full-time enrollment prior to taking the Qualifying Examination. Students with a prior master's degree may petition the Graduate School to receive one year of pre-qualifying residency credit. The residency requirement specifies that post-qualifying students enroll in the departmental XXX 767 for 2 credit hours per semester until receipt of their degree.

#### Directors of Graduate Studies

The DGS is available to review academic performance or other issues of importance to IBS students. However, IBS students are encouraged to consult with the DGS of any department of interest to them as they are rotating through that department.

#### IBS Core Curriculum

The Integrated Biomedical Sciences is the first-year undifferentiated core curriculum for seven doctoral degree programs at the UK College of Medicine. The IBS courses listed below present concepts central to understanding key advances in the biomedical sciences. This curriculum includes 10 credit hours in fall semester and 11 credit hours in spring semester. In addition, students complete a required one-credit hour course in ethics in scientific research (TOX 600).

##### Fall semester

IBS 601 Biomolecules and Metabolism	3-credit hours
IBS 602 Molecular Biology & Genetics	3-credit hours
IBS 607 Seminar in Integrated Biomedical Sciences	0-credit hours
IBS 609 Research in Integrated Biomedical Sciences	1-credit hours
IBS 610 Critical Scientific Readings	2-credit hours
IBS 611 Practical Statistics	<u>1-credit hours</u>
<b>TOTAL</b>	<b>10 credit hours</b>

**Spring semester**

IBS 603 Cell Biology & Signaling	3-credit hours
IBS 606 Physiological Communications	3-credit hours
IBS 607 Seminar in Integrated Biomedical Sciences	0-credit hours
IBS 608 Special Topics In IBS	2-credit hours
IBS 609 Research in Integrated Biomedical Sciences	1-credit hours
TOX 600 Ethics in Scientific Research	<u>1-credit hours</u>
<b>TOTAL</b>	<b>10 credit hours</b>

**Registration**

Graduate students registering for the first time for fall have a priority registration window and must use myUK for registration. Instructions are in the IBS Handbook and on the Registrar's web site: <http://www.uky.edu/Registrar/docs/myUK.pdf>.

Failure to register during the priority registration window requires late registration and a late fee, which is the responsibility of the student. Failure to pay the late fee results in larger penalties, including cancellation of your registration. ***Please register on time!!***

**Petition to Substitute Courses**

Students entering IBS with a master's degree and/or significant prior graduate work in a specific area of the IBS curriculum may petition to substitute prior coursework for IBS courses. To do so, a student must review the syllabus for the IBS course and provide a written statement of 2-3 pages describing competency in the topics covered in the IBS course. This petition should be accompanied by a copy of the syllabus for the prior coursework and forwarded to the IBS Office for review by the IBS Academic Committee.

***If the petition is approved, the student must enroll in sufficient credits outside IBS to maintain full-time graduate standing of 9 credit hours.***

**Student Guidelines for Rotations (IBS 609: Research in IBS)**

The purpose of lab rotations is to provide opportunities for students to experience different research environments and to participate in the research programs in several laboratories. In

addition, students are expected to begin to develop attitudes and a work ethic consistent with those of a professional scientist, and to learn time management skills.

First-year students are required to participate in four lab rotation periods during the academic year prior to choosing a lab and advisor for their dissertation research.

- ◆ IBS students may complete no more than two rotations in any one faculty lab. They may return to a lab of a previous rotation during the fourth rotation period.
- ◆ No more than two (2) IBS students may rotate in any one faculty lab at the same time.

To begin identifying appropriate labs for rotations, students are asked to interview at least 4 faculty prior to the start of the first rotation in fall semester and an additional 2 faculty prior to the start of the second rotation in the fall semester. Faculty interviewed for the first and second assignment should be in at least 3 different departments.

During the interview, the student and the potential faculty mentor should discuss:

- ◆ what projects are available for the student to work on
- ◆ what the expectations are for the student
- ◆ the role of the mentor and other members of the lab (i.e. who-mentor, postdocs, graduate students, technicians-will teach techniques, help with experiments, etc.)
- ◆ the amount of time the student is expected to devote to the project and the number of hours per week the student is expected to work in the lab.

If the student and faculty mentor both agree that the student will rotate in this lab, both the student and the mentor need to complete and sign the "IBS Rotation Assignment" form. It is the student's responsibility to file this form with the IBS Office by the due date.

It is helpful at the outset of a rotation to develop a tentative work schedule. The nature of the experiments will help in deciding the schedule. Each rotation will last approximately 7- 8 weeks. The grade for the rotation will be based on performance in the official period. The rotation will be deemed "complete" at the conclusion of the designated period unless extenuating circumstances exist and are specified on the evaluation form (see below).

***If at any time you find you cannot maintain the agreed-upon rotation schedule, due to the demands of your academic coursework or any other reason, you need to inform your faculty mentor of this situation and discuss how you will complete the rotation.***

During each rotation the student is expected to attend the seminar series for the department in which the faculty mentor is a member. The student must be enrolled in *IBS 607: Seminar in IBS* to receive credit for seminar attendance and participation (see below).

Toward the end of the rotation the faculty mentor will provide a written evaluation of each student's accomplishments and development using the "Rotation Evaluation" form. A copy of the evaluation will be given to the student and filed in the student's record. These evaluations will be the basis for the grade assigned to each student in IBS 609 by the IBS Academic Committee. The evaluation forms will also be available to other potential rotation mentors and dissertation advisors.

## Lab Notebooks

Lab notebooks are a critical component of verifiable laboratory research. They serve to substantiate the results derived from experiments and contain data which may subsequently be published and/or presented at professional conferences. ***Lab notebooks are the property of the lab and must remain on the premises at all times.*** Students should be aware that lab notebooks may be reviewed at any time questions are raised about the research, for example, during scientific misconduct cases or court cases, many years after the research has been completed. Falsification of a lab notebook constitutes falsification of data and is cause for dismissal from the program (see Honor Code).

At an early point in the rotation, it is the student's responsibility to review with the PI requirements for lab notebooks, whether kept by hand or electronically. It is the student's responsibility to maintain his/her notebook in a timely manner consistent with these instructions. A review and discussion of the student's lab notebook should be part of the final rotation evaluation.

Finally, a student's lab notebook serves as a daily log of his/her contributions to the lab and of work completed during a rotation. In instances where the focus of a lab rotation is learning new techniques or lab skills, the student's lab notebook should document both the learning process and time spent in the lab.

## Personal and Lab Safety

As part of IBS Orientation, IBS students complete the basic safety training required for biomedical research at UK. ***Students and faculty research mentors must review any additional safety or research training requirements prior to engaging in specific lab activities.***

Working in a research lab entails knowledgeable use of sophisticated equipment, hazardous materials and infectious agents, all of which involve elements of risk not only to the student, but also to others in the immediate area. Before using any equipment, apparatus, chemical, toxin, or infectious agent, a student must seek the advice of appropriate lab personnel regarding proper safety precautions.

Laboratory accidents should be reported immediately to the faculty mentor or appropriate lab personnel to determine a course of action. Non-life threatening accidents requiring medical attention need to be reported first to Worker's Care (1-800-440-6285). The injured employee (including graduate students) must go to UK Employee Health (part of UHS) in the Kentucky Clinic for medical treatment.

## Research Integrity

All biomedical research at the UK College of Medicine follows strict federal and state mandates concerning research protocols, use of laboratory animals and research involving human subjects. The Office of Research Integrity (ORI) both supervises and monitors adherence to these mandates. ORI also supports the institution in promoting ethical conduct of research and educating UK students and employees regarding research misconduct regulations.

### **Honor Code/Plagiarism**

Pursuit of a graduate program at the UK College of Medicine constitutes a tacit agreement to adhere to the highest standards of honesty and ethical behavior as practiced in the profession. Cheating, plagiarism, and any scientific misconduct such as falsification of data, deliberate misuse of data, or deliberate misuse of equipment are causes for dismissal from the program.

### **Seminar Attendance (IBS 607: Seminar in IBS)**

For each lab rotation, students are required to attend the departmental seminars in the department of their research mentor. These will include research seminars and student seminars, and may include journal clubs. This will provide additional interaction with and knowledge of departments students are considering for their doctoral program. To receive credit for seminar participation, the student must be enrolled in *IBS 607: Seminar in IBS*. Information concerning departmental seminars is included in the addendum to this handbook and is generally posted on the departmental web sites. However, students should verify current seminar schedules in the department through which they are rotating. (Students may also attend seminars in other departments.) See Appendix B.

### **Evaluation of Academic Performance (Termination of a Student)**

Student progress will be monitored periodically by the IBS DGS and the IBS director, and reviewed by the IBS Academic Committee. "Good standing" in the IBS curriculum is defined as maintaining a GPA of at least 3.0 in all coursework, satisfactory performance in lab rotations, satisfactory participation in seminars and journal clubs, and adherence to the rules and procedures described in this handbook. Students who fall below a 3.0 GPA after 12 credit hours of coursework will be placed on academic probation by the Graduate School and will have one semester to bring their GPA to 3.0 or greater. If a student is unable to bring the GPA up to 3.0 or greater, they are no longer eligible for a RA position and will lose their stipend and tuition benefits. In addition, after review by the IBS Academic Committee, the following conditions will result in termination of a student from the IBS curriculum and the doctoral programs in the UK College of Medicine:

- + Receipt of a grade of C or lower in 3 IBS courses or receipt of a grade of E in any course.
- + Misconduct (see Honor Code above). Procedures outlined in the UK Student Code will be adhered to with respect to a charge of misconduct.

After review by the IBS Academic Committee, the following conditions may result in termination of a student from the IBS curriculum and the doctoral programs at the UK College of Medicine:

- + Failure to achieve an overall GPA of at least 3.0 in the IBS curriculum.
- + Two unsatisfactory evaluations on lab rotations.

If this review results in a recommendation of termination, the student will have the opportunity to respond to the recommendation in writing to the IBS Academic Committee. The recommendation to terminate will again be reviewed and the student notified in writing of the final decision.

## Communication Skills

The development of good communication skills is an important part of graduate education. These skills are improved through a wide range of activities including: seminar courses; journal clubs; teaching experiences; writing of manuscripts, research proposals, grants and the final dissertation; and presentations at local, regional and national meetings. Proficiency in English is required of all doctoral degree candidates in the programs participating in IBS. Free English as a Second Language classes are available to IBS students. Please contact the IBS Office for further information.

## Teaching Experience

As part of a broad educational experience designed as preparation for a range of career opportunities, graduate students may be asked to serve at least one semester as a teaching assistant in their second or third year of graduate studies. The Graduate School offers a 12-credit hour **Graduate Certificate in College Teaching and Learning** to support the training of doctoral students for the mission of college teaching. Additional information on this Certificate program is available at: <http://www.research.uky.edu/gs/CTLCertificate/>.

## IBS Course and Program Evaluation

Student evaluation of both individual courses and of the IBS curriculum is valuable to those responsible for directing the IBS program. In general, students evaluate courses during the semester of enrollment. Programmatic feedback is solicited through focus groups and written evaluation.

## IV. CHOOSING A DOCTORAL PROGRAM AND DISSERTATION ADVISOR

One purpose of the undifferentiated IBS curriculum is to offer students the maximum flexibility in choosing a doctoral program and dissertation advisor. Students are encouraged to explore their interests across the broad spectrum of research programs available at the UK College of Medicine through interviews with faculty, lab rotations, attendance at departmental seminars and journal clubs, and program information sessions. By early spring of the IBS year, students should begin to narrow those options and investigate their future doctoral program more intensively.

Students are asked to indicate their doctoral degree program and preferred dissertation advisor before final exams of spring semester. The student's requested program assignment must be approved both by the dissertation advisor, the director of graduate studies and the chair of the department selected. For faculty whose primary appointment is outside the department selected, the chair/director and business officer of their primary department/center must also approve the dissertation mentor assignment. A potential faculty mentor must have a primary appointment in the College of Medicine.

Since both advisee and advisor must come to a mutual decision to work together, students should be aware that there are many factors other than academic performance that influence a faculty member's ability to accept a new student into his or her lab. ***In addition, departments participating in IBS have agreed that no more than two IBS students may select the same advisor in the same academic year.*** (Please check individual program handbooks for

any additional guidelines on dissertation mentor and program selection.) With careful advance preparation, we hope to insure that all students receive satisfactory placement with a dissertation advisor.

In the event a student is not satisfied with lab selection, he/she may appeal to the Dean of the College of Medicine (or his representative) who will consult with department chairs, DGSs and the student to determine final lab placement.

Once students have been assigned to their doctoral program, the director of IBS will prepare a program assignment form for each student that will be forwarded to the Graduate School. The form will be signed by the student, the IBS DGS and the DGS of the program and will serve as official notification to the Graduate School of the student's doctoral program assignment. Students remain part of IBS until June 30, and formally join their doctoral degree program on July 1.

## **V. The IBS program adheres to the Institutional Neutrality Policy:**

### **Institutional Neutrality Policy**

The mission of the University of Kentucky is to improve people's lives and advance Kentucky through excellence in education, research and creative work, service and health care. As a learning institution, the dissemination of ideas, debate and open inquiry are essential to this mission.

For these reasons, and as a public institution of higher education and state agency, the university applies a policy of viewpoint neutrality to all practices and procedures. This policy prohibits discrimination on the basis of an individual's political or social viewpoint and promotes intellectual diversity within the institution. As such, the university does not take official positions on or issue public statements about societal issues and events that do not directly impact the mission or function of the university. The university may issue public statements about internal issues or events at the institution as well external issues and events that directly impact the university's operations or ability to pursue its mission.

Additionally, the university does not require any individual to endorse or condemn a specific ideology, political viewpoint or social viewpoint to be eligible for hiring, contract renewal, tenure, promotion, admission or graduation.

This policy seeks to create space for the many voices on our campus and ensure that we are fostering conversations between varied perspectives, rather than issuing statements of a particular view on matters external to UK. With or without a public statement regarding a specific event, the university is always committed to bringing together many people in one community, putting students first and taking care of our students, faculty and staff.

For the purposes of this policy, public statements include:

- Campus-, unit-, college- or department-wide emails
- Messages published on websites
- Messages published on printed materials
- Social media posts on UK accounts
- Statements made to news media



This policy in no way impacts an individual's First Amendment rights to voice their views, on behalf of themselves and not the institution, nor does it impact a faculty member's academic freedom or ability to speak as a subject matter expert within their domain of expertise.

To view the entire document, go to: [https://pres.uky.edu/sites/default/files/2025-10/2025-09-12\\_execcomms\\_statement\\_institutionalneutrality.pdf](https://pres.uky.edu/sites/default/files/2025-10/2025-09-12_execcomms_statement_institutionalneutrality.pdf)

**Welcome to IBS. We hope this handbook provides the basic information necessary for your first year of graduate studies. If there is any information you don't find here, please contact the IBS Office. Our goal is to provide you with an excellent foundation from which to choose your doctoral program and excel in your graduate studies at the UK College of Medicine**