

FH Appendix 2: Promotion Guidelines: College of Engineering and Science (COES)

Submitted by the Dean of the College of Engineering and Science

(M. Carvalho, May 10th, 2018)

Reviewed and approved by the Senior Vice President for Academics and Provost (M. Baloga, May 16th, 2018)

Effective Fall 2018

Conditions for Promotion Consideration:

A COES faculty member may be considered for promotion to Associate Professor or Full Professor

after a minimum of five years at their current rank. Faculty members who join Florida Tech mid-career

A successful candidate will typically:

Produce a substantial publication record in quality journals and highly ranked conference proceedings

- *Receive 3 strong letters of recommendation solicited from experts in their field.*
- *Deliver invited talks at major conferences and peer institutions.*

The performance metrics of the successful candidate described above, such as number of publications and

Teaching

A candidate must:

- *Teach courses at all levels appropriate to the program with consistently good student and peer evaluations*

A successful candidate will typically:

- *Serve on thesis and PhD dissertation committees*
- *Actively participate on department, college and/or university committees*
- *Serve on professional review committees (e.g. editorial boards, technical committees, reviewer for journals, session chairs in conferences)*

- *Supervise and/or mentor undergraduate research and/or capstone design projects*
Develop and/or improve courses, labs, and/or enhance curricula

scholarship.

Service

A candidate must:

depending on the research area (typically a minimum average of 3 per year).

- Produce a strong record of publications with students supervised by the candidate

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Teaching

A candidate must:

Teach courses at all levels appropriate to the program with consistently good student and peer evaluations

- Support course assessment for accreditation efforts, as appropriate
- Obtain average annual extramural funding (e.g. federal, state, industry funding) required to fully support at least two graduate students, operation of a year-round research program, and summer salary
- Lead successful multi-investigator research grants and major infrastructure grants.
- Maintain a substantial group of graduate students with the candidate's research funding.
- Served as major advisor for several Ph.D. students through graduation (typically at least 3).
- Deliver invited and keynote talks at major conferences and peer institutions.

The performance metrics of the successful candidate described above, such as number of publications and average annual extramural funding, may have some variability depending on the candidate's specific field of scholarship.

A successful candidate will typically:

- Receive average teaching evaluations equivalent to 4.0/5.0 or higher from students and peers

Appendix 2: Promotion Guidelines: College of Engineering and Science (COES) - Teaching

Submitted by the Dean of the College of Engineering and Science

(M. Carvalho, Jun 26th, 2018)

Revised and approved by the Senior Vice President for Academic and Provost (M. DeLeon, Aug 1st, 2019)

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Effective Fall 2018

[Redacted]

[Redacted]

A successful candidate will typically:

[Redacted]

Service

A candidate must:

- Actively serve on department, college, and university committees
- Perform undergraduate student advising as assigned
- Participate in professional activities within their field external to the university

A successful candidate will typically:

- Serve on MS thesis and PhD dissertation committees
- Actively participate on department, college and/or university committees

Scholarship

For those candidates with a scholarship component the load distribution will be determined annually and on a

A successful candidate will typically:

- Produce a publication record in quality journals and well ranked conference proceedings devoted to pedagogy their field of specialty, with a reasonable number of indexed, peer-reviewed publications per year depending on the area (typically a minimum average of 1-2 per year).

Obtain extramural funding (e.g. federal, state, industry funding)

- **Work with and train teaching assistants**

Lead efforts to develop or improve courses, labs, or enhance curricula

Maintain a full-time presence and availability on campus during normal business hours

A successful candidate will typically:

- *Receive average teaching evaluations equivalent to 4.0/5.0 or higher from students and peers*
- *Maintain innovative and state-of-the-art course content in a range of courses*
- *Participate in a wide range of introductory and advanced courses*
- *Supervise and mentor undergraduate or canstone design projects*

Service

A candidate must:

- Take on leadership roles in department, college, and university committees
- Perform undergraduate student advising as assigned
- Take on leadership roles in professional activities within their field external to the university
- Participate as a mentor for new faculty in the area of teaching and course development

A successful candidate will typically:

- *Serve on MS thesis and PhD dissertation committees*

FH Appendix 2: Promotion Guidelines: College of Engineering and Science (COES) - search

Reviewed and approved by the Senior Vice President for Academics and Provost (M. Baloga, Aug 1st, 2018)

Effective Fall 2018

Conditions for Promotion Consideration:

- A COES faculty member may be considered for promotion to Associate Research Professor or Full Research Professor after a minimum of five years at their current rank. Faculty members who join Florida Tech mid-career may be eligible for an accelerated path to promotion if authorized by the Provost at the time of hiring.

A successful candidate will typically:

• Publish a substantial publication record in quality journals and highly ranked conferences proceedings

- Fully support graduate students for multiple semesters with the candidate's research funding.
- Served as major advisor for 2 or more Ph.D. students who have graduated or are candidates.
- Receive 3 strong letters of recommendation solicited from experts in their field.
- Deliver invited talks at major conferences and peer institutions.

The performance metrics of the successful candidate described above, such as number of publications and average annual extramural funding, may have some variability depending on the candidate's specific field of

Teaching

For those candidates with a teaching component, the load distribution will be determined annually and on a case-by-case basis depending on departmental needs and faculty interest. A candidate must:

- Teach graduate and research-related undergraduate courses appropriate to the program
- Supervise and/or mentor undergraduate, graduate and postdoctoral research

Service

A candidate must:

scholarship, but is expected to be higher than regular faculty.

- Obtain average annual extramural funding (e.g., federal, state, industry funding) required to support a minimum of 75% of the faculty's salary through fall and Spring, at least four graduate students, operation of a year-round research program, and the faculty's summer salary.
- Lead successful multi-investigator research grants and major infrastructure grants.
- Maintain a substantial group of graduate students with the candidate's research funding.
- Serve as major advisor for several Ph.D. students through graduation (typically at least 5)