### 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 10<sup>th</sup>, 2018)

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

Effective Fall 2018

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## F pendix 2: romotion idelines: College of Engineering and Science (COES) - Teaching

Submitted by the Dean of the College of Engineering and Science

(M. Carvalho, Jun 26th, 2018)

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#### 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:

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

Scholarship	
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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
- o Participate in a wide range of introductory and advanced courses
- Supervise and mentor undergraduate or capstone design projects

#### Service

A candidate must:

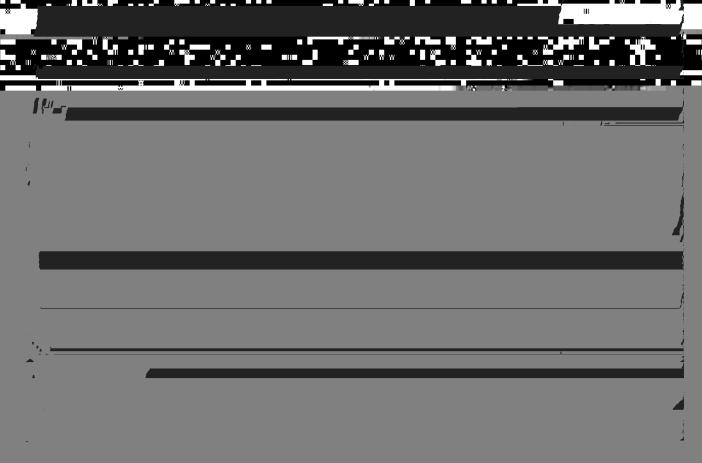
- Take on leadership roles in department, college, and university committees
- Perform undergraduate student advising as assigned
- Take on leadership roles in professional activities within their field external to the university
- Participate as a mentor for new faculty in the area of teaching and course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

A successful candidate will typically:

O Serve on MS thesis and PhD dissertation committees

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# FH Appendix 2: Promotion Guidelines: College of Engineering an 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:
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- o Fully support graduate students for multiple semesters with the candidate's research funding.
- O Served as major advisor for 2 or more Ph.D. students who have graduated or are candidates.
- o 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**

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



	0	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.
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