

These faculty expectations were pulled from the Civil & Environmental Engineering Bylaws, revised on 05/01/2017

**Department of Civil and Environmental Engineering
Individual Performance Expectations
Summary of Criteria for “Meets Expectations”**

Activity	Assistant	Associate	Full	Comments
Teaching				
Annual Course Credit Hours (before special assignments or course buyout)	9	9	9	
Annual THEC Equivalent Courses	3	3	3	
SCH-weighted SAIS score Instructor Contribution	3	3	3	
SCH-weighted SAIS score Instructor Effectiveness	3	3	3	
Most Recent Peer Teaching Review	Satisfactory or improvement plan	Satisfactory or improvement plan	If required, satisfactory or improvement plan	
Research				
PhD student advising	1	2	3	
PhD student graduates per year	At least one student should be at least ABD by end of probationary period	0.33	0.5	Changed to per year
MS graduates per year	Beneficial	Beneficial	Beneficial	
Undergraduate Research	Beneficial	Beneficial	Beneficial	
Annual External Research Expenditures (expressed as a multiplier of median per-faculty funding at 16-32 ranked peer institutions)	On track for \$0.5M in expenditures and awards by end of probationary period	0.5 (\$155K)	0.75 (\$235K)	Current median of peer institutions: \$313K per faculty
Total Recovery (effective after 2 years at UTK)	On track for 10%	10%	10%	
Refereed Journal Publications	2	2	2	
Conference Presentations and Proceedings	Beneficial	Beneficial	Beneficial	

Service				
UG Students Advised after 3 years at UTK. S= students; F = faculty	0.6 * S/F	0.6 * S/F	0.6 * S/F	
Advisor rating on Senior survey (5 point Likert scale)	3	3	3	
Institutional Service Assignments	1	2	2	
Review Journal papers	5	5	5	
Service to Professional Organizations	1	1	1	
NSF Broader Impact Activities	1	--	--	

Notes:

1. Faculty members who begin their UT appointments at the full or associate levels will be evaluated during their first 2 years based on evidence that they are undertaking activities that will allow them to meet the expectations for rank by the third year of their appointment.
2. Annual evaluations are based on 3 year averages.
3. Faculty members seeking promotion to the rank of associate professor or professor are expected to demonstrate the capability of meeting the expectations of the aspirational rank before being promoted.
4. With sufficient evidence, availability of funds in various sub-disciplines of CEE may be considered during the evaluation
5. Consideration should be given across all categories for “Continuous Improvement”. In cases where faculty members can demonstrate evidence of continuous improvement, not meeting expectations in any one category would not result in an overall assessment of Below Expectation for Rank.

Approved by the Civil and Environmental Engineering Faculty on August 16, 2016