

ISE

Faculty Expectations

**Expected Yearly Achievement
Internal General Guidance for the ISE Retention Committee**

Name of faculty member:

Present rank:

Years at UTK:

Teaching Record: From the student evaluation reports, list evaluations for average of all twenty two questions for each course.

Parameter	1st Year	2nd Year	3rd Year	4th Year	5th Year
Satisfactory Expectation	3.8±0.2	3.8±0.2	4.0±0.2	4.0±0.2	4.0±0.2
Minimum Expectation	2.8±0.2	2.8±0.2	3.0±0.2	3.0±0.2	3.0±0.2

Research Record: Annual UTK research expenditures for individual

	1st Year	2nd Year	3rd Year	4th Year	5th Year
Satisfactory Expectation	25k	60k	125k	140k	150k
Minimum Expectation	0	20k	60k	70k	100k

Scholarship Record: Published and accepted papers (with DOI) in journals indexed by SCI, sponsored by INFORMS, or sponsored by IIE with significant contribution from the applicant (e.g., first, corresponding, or with very few coauthors who are not his/her students).

	1st Year	2nd Year	3rd Year	4th Year	5th Year
Satisfactory Expectation	2	2	2	3	3
Minimum Expectation	1	1	1	2	2
Total Conference Proceedings	1	1	1	1	1
No. of M.S. Graduates with individual as major professor			1		1
No. of Ph.D. Graduates with individual as major professor					1*

* Ph.D. students graduated or close to graduation at application

ISE Faculty Evaluation Rubrics – Professor

<u>Teaching</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Undergraduate Evaluations	<1	>1	>2	>3	>4
Graduate Course Evaluation	<2	>2	>2.75	>3.5	>4.2
Courses Taught per Year (without compensation)	0	1	3	4	5
PhD Students Completed (3yrs)	0	1	3	5	7
MS Students Completed (3yrs)					
<u>Research</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Journal Articles Published (3yrs)	0	3	6	9	12
Conference Proceedings or presentations (3yrs)	0	3	6	8	10
Students Funded Externally	1	2	3	4	5
Sponsored Research Expenditures (current year)	<\$75K	>\$75K	>\$150K	>\$225K	>\$300K
Post Docs Supported			0	1	>1
Salary Recovery (current year)	\$5K	\$7K	\$10K	>20%	>30%
<u>Service</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Internal Service	none	1	2	3	4
External Service	<10 hours	>10 hours	>20 hours	>30 hours	>40 hours

* Undergraduate evaluations is an average of Instructor Contribution, Instructor Effectiveness, and Course Overall.

* Courses taught may be weighted by number of students, GTA assistance, first time taught, etc.

*Students supported calculated by $.75*MS+1*PhD+.25*UG$ (can also be adjusted for post docs.)

*Internal Service includes items such as departmental, college, or university committee work; additional assignments.

*External Service Includes professional society work, conference organization, journal referee, etc.

ISE Faculty Evaluation Rubrics – Associate Professor

<u>Teaching</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Undergraduate Evaluations	<1	>1	>2	>3	>4
Graduate Course Evaluation	<2	>2	>2.75	>3.5	>4.2
Courses Taught per Year (without compensation)	<2	2	3	4	5
PhD Students Completed (3yrs)	0	1	3	5	7
MS Students Completed (3yrs)					
<u>Research</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Journal Articles Published (3yrs)	0	3	6	9	12
Conference Proceedings or presentations (3yrs)	0	3	6	8	10
Students Funded Externally	0	1	2	3	4
Sponsored Research Expenditures (current year)	<\$75K	>\$75K	>\$125K	>\$200K	>\$250K
Post Docs Supported			0	1	>1
Salary Recovery (current year)	\$5K	\$7K	\$10K	>20%	>30%
<u>Service</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Internal Service	none	none	1	2	3
External Service	<10 hours	<10 hours	>10 hours	>20 hours	>30 hours

* Undergraduate evaluations is an average of Instructor Contribution, Instructor Effectiveness, and Course Overall.

* Courses taught may be weighted by number of students, GTA assistance, first time taught, etc.

*Students supported calculated by $.75*MS+1*PhD+.25*UG$ (can also be adjusted for post docs.)

*Internal Service includes items such as departmental, college, or university committee work; additional assignments.

*External Service Includes professional society work, conference organization, journal referee, etc.

ISE Faculty Evaluation Rubrics – Assistant Professor (Years 4-5)

<u>Teaching</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Undergraduate Evaluations	<1	>1	>2	>3	>4
Graduate Course Evaluation	<2	>2	>2.75	>3.5	>4.2
Courses Taught During Year	1	2	3	4	5
PhD Students Completed <=YR5			1	2	3
MS Students Completed <=YR4 <=YR5			2 3	3 4	4 5
<u>Research</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Journal Articles Published per year	0	1	2	3	4
Conference Proceedings or presentations per year	0	1	2	3	4
Sponsored Research Expenditures* per year	<\$50K	>\$50K	>\$100K	>\$150K	>\$200K
Salary Recovery* per year	\$5K	\$7K	\$10K	>10%	>20%
Students Funded Externally per year	0	1	1	2	3
Post Docs Supported per year			0	1	>1
Proposals Submitted per year	1	2	3	4	5
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
<u>Service</u>					
Internal Service	none	none	1	2	3
External Service	<10 hours	<10 hours	>10 hours	>20 hours	>30 hours

*Research Expenditures and Salary Recovery for Year 3 and beyond

* Undergraduate evaluations is an average of Instructor Contribution, Instructor Effectiveness, and Course Overall.

* Courses taught may be weighted by number of students, GTA assistance, first time taught, etc.

*Students supported calculated by .75*MS+1*PhD+.25*UG (can also be adjusted for post docs.)

*Internal Service includes items such as departmental, college, or university committee work; additional assignments.

*External Service Includes professional society work, conference organization, journal referee, etc.

ISE Faculty Evaluation Rubrics – Assistant Professor (Years 1-3)

<u>Teaching</u>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Undergraduate Evaluations	<1	>1	>2	>3	>4
	Graduate Course Evaluation	<2	>2	>2.75	>3.5	>4.2
	Courses Taught During YR1	0	0	1	2	3
	YR2	0	1	2	3	4
	YR3+	0	2	3	4	5
	PhD Students Completed (3YRS)		0	0	0	1
	MS Students Completed YR3			1	2	3
<u>Research</u>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Journal Articles Published YR1	0	0	1	2	3
	YR1+YR2	0	1	3	4	5
	Through YR3	1	3	5	6	7
	Jrnl Articles under review YR1	1	2	3	4	5
	YR2, YR3	4	5	6	7	8
	Conference Proceedings or presentations per year	0	0	1	2	3
	Sponsored Res. Expend. YR1	\$0K	\$0K	<\$50K	>\$50K	>\$100K
	YR1+YR2	<\$50K	>\$50K	>\$75K	>\$125K	>\$175K
	Through YR3	<\$75K	>\$75K	>\$175K	>\$225K	>\$275K
	Salary Recovery YR1	\$0K	\$0K	\$0K	>\$5K	>\$10K
	YR2	\$0K	\$0K	\$3K	>\$5K	>\$10K
	YR3	\$0K	\$0K	\$7K	>\$10K	>\$15K
	Students Funded Externally /YR	0	1	1	2	3
	Post Docs Supported per year			0	1	>1
	Proposals Submitted last year	1	2	3	4	5
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
<u>Service</u>						
	Internal Service	none	none	1	2	3
	External Service	<10 hours	<10 hours	>10 hours	>20 hours	>30 hours

* Undergraduate evaluations is an average of Instructor Contribution, Instructor Effectiveness, and Course Overall.

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