

These faculty expectations were pulled from the Nuclear Engineering Bylaws, revised on 09/21/2015

Appendix:

Nuclear Engineering Faculty Evaluation Assessment Criteria

Governor's Chair						
Teaching	-	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Undergraduate Evaluations	<2	>2	>3.0	>3.5	>4.0
	Graduate Course Evaluation	<2	>2	>3.0	>3.5	>4.2
	Courses Taught During Year	0	1	2	3	4
Research	-	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Students Mentored and/or	1	3	4	5	6
	Journal Articles Published	1	2	3	4	5
	External Research Expenditures	<\$300K	>\$300K	>\$450K	>\$600K	>\$750K
	Post Docs Supported (optional)			0	1	>1
	Salary Recovery	<5%	>5%	>10%	>12.5%	>15%
Service	-	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Internal Service	none	1	2	3	4
	External Service	<20 hours	>20 hours	>30	>40	>50
	ABET Materials Completed	incomplete	semester	1 month	2 weeks	1 week

Professor						
Teaching		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Undergraduate Evaluations	<2	>2	>3.0	>3.5	>4
	Graduate Course Evaluation	<2	>2	>3.0	>3.5	>4.2
	Courses Taught During Year	<2	2	3	4	5
Research		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Students Mentored and/or	1	2	3	4	5
	Journal Articles Published	1	2	3	4	5
	External Research Expenditures	<\$100K	>\$100K	>\$200K	>\$250K	>\$350K
	Post Docs Supported (optional)			0	1	>1
	Salary Recovery	<10%	>10%	>20%	>25%	>30%
Service		<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	>30	>40
	ABET Materials Completed	incomplete	1 semester	1 month	2 weeks	1 week

	Associate Professor					
Teaching		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Undergraduate Evaluations	<2	>2	>3.0	>3.5	>4
	Graduate Course Evaluation	<2	>2	>3.0	>3.5	>4.2
	Courses Taught During Year	<2	2	3	4	5
Research		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Students Mentored and/or Funded	0	1	2	3	4
	Journal Articles Published	0	1	2	3	4
	External Research Expenditures	<\$75K	>\$75K	>\$150K	>\$200K	>\$250K
	Post Docs Supported (optional)			0	1	>1
	Salary Recovery	<10%	>10%	>20%	>25%	>30%
Service		<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	>10	>20	>30
	ABET Materials Completed	incomplete	semester	1 month	2 weeks	1 week

	Assistant Professor					
Teaching	-	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Undergraduate Evaluations	<2	>2	>3.0	>3.5	>4
	Graduate Course Evaluation	<2	>2	>3.0	>3.5	>4.2
	Courses Taught During Year	0	1	2	3	4
Research		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
-	External Research Proposals	1	2	3	4	5
	Students Mentored and/or Funded	0	1	1.5	2	3
	Journal Articles Published (Years 2,	0	0	1	2	3
	Journal Articles Published (Years 4,	0	1	2	3	4
	External Research Expenditures	<\$50K	>\$50K	>\$100K	>\$150K	>\$200K
	Post Docs Supported (optional)			0	1	>1
	Salary Recovery	<10%	>10%	>15%	>20%	>25%
	Salary Recovery (years 1 and 2)	NA	NA	NA	>5%	>15%
Service		<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	>10	>20	>30
	ABET Materials Completed	incomplete	semester	1 month	2 weeks	1 week

Faculty Evaluation Assessment Criteria Usage Notes:

- Teaching evaluations are an average of Instructor Contribution, Instructor Effectiveness, and Course Overall.
- Course taught also includes courses bought out by faculty member.
- Students supported and directed are calculated by $.75*MS+1*PhD+.25*UG$
- Internal Service includes items such as departmental, college, or university committee work; and major additional assignments by the department head such as ABET coordinator, undergraduate advisor, etc.
- External Service includes professional society work, conference organization, journal referee, professional organization advisory committee, etc.
- Research expenditures and salary recovery metrics may be reduced for newly hired faculty at any level because it may take up to 3 years to develop a sustainable program.
- Evaluations cover a 3 year average; however, for new faculty with upward trends, the most recent year may be used.
- Students funded externally means the funds were secured from an external source and the students were also directed by the faculty member.
- Journal Articles should include full citation information, and be in peer-reviewed, archival journals.

ORNL-Based Joint Faculty Notes:

The duties and expectations of ORNL based Joint Faculty (JFO's) are the same as tenured/tenure track faculty (T/TT) but apportioned relative to their allocation of effort at UT. In evaluating their productivity for annual reviews, retention, promotion, and tenure; the following guidelines shall be used:

- Teaching shall be assessed using the same measures used for T/TT faculty. Teaching loads will be apportioned relative to the JFO's allocation of effort at UT.
- Expectations for UT research funding and graduate student production shall be apportioned according to the allocation of effort at UT. Other measures of research productivity and scholarship such as publications, patents, and presentations at scholarly meetings are expected to be at the same level as T/TT faculty since JFO's are expected to be productive in these areas as part of their duties at ORNL. If the faculty can show that their ORNL based scholarly activities are not allowed to be published because of export control or classification concerns, this will be taken into consideration.
- Service shall be judged broadly based on service to the University, the profession, and the community. Expectations for service to the University shall be apportioned relative to the allocation of effort at UT.

General Comments on Assessment Categories:

Teaching

Scores that assess “Course as a whole”, “Instructor's contribution to the course”, and “Instructor's effectiveness in teaching material” which are consistently below 2.8 out of 5.0 on the Student Assessment of Instruction System (SAIS) raise serious questions about the quality of teaching.

Of course, other forms of evidence of quality teaching will also be considered in making the final evaluation. The SAIS ratings are only one readily available measure. Faculty are encouraged to find other means to show the quality of their teaching.

Faculty are also expected to comply with the department’s plan for continuous assessment and improvement of our courses. For undergraduate courses, this includes completion of assessments of students’ progress toward department outcomes, collecting samples of student work that demonstrate outcomes, and regularly updating the outcomes defined for each course.

Research

Publication of research papers in peer reviewed, archival journals is the primary measure of research accomplishment. A faculty member is expected to publish several refereed journal articles per year. Invited seminars and presentations at national and international meetings are also expected. A faculty member must also provide support from externally funded sources, and mentorship, for graduate students. Faculty who rarely publish and who do not contribute to the support of graduate students will be categorized as “unsatisfactory” with respect to the research function.

It is also expected that the faculty member, or his directly supervised student, are the lead author on a majority of the publications. The faculty member as the last (most senior) author is also acceptable. Journal articles, for counting purposes, can be **primary and original research articles** or **review articles**. Other articles published in journals such as editor preambles, do not undergo the same vigorous external review and therefore should not be counted.

Service

Faculty are expected to accept and perform well in the various departmental, college and university wide committees. A consistent absence of such efforts will constitute grounds for concern in the overall evaluation. Faculty are also expected to associate with appropriate professional societies consistent with their area of special expertise. They should seek leadership positions in these societies and, in particular, they should perform such service as developing symposia at national and international meetings, refereeing papers and proposals, etc.