University of Central Florida
College of Engineering and Computer Science
Department of Electrical Engineering and Computer Science
Computer Science Division
Guidelines for promotion
Rank of Associate Professor

A candidate for tenure and promotion to the rank of Associate Professor is normally an Assistant Professor in his/her 6th year appointment in the Computer Science (CS) Division. The standards below are considered minimum for such normal cases. Candidates for early promotion and tenure (i.e., before the 6th year) must have a record that is truly outstanding and substantially exceeds these minimums.

In general a successful candidate must have a record that convincingly shows his/her ability to conduct independent research that is recognized nationally and internationally in his/her research area.

The educational accomplishments of the candidate should be reflected by:

- One or more PhD students who have either graduated or are close to graduation at the time of candidate's promotion.
- Joint publications with M.S. and/or Ph.D. students directed by the candidate.
- Teaching of both graduate and undergraduate courses; the candidate is expected to teach one or more core undergraduate classes before applying for promotion.
- Development of new courses.
- Good teaching evaluation for both undergraduate and graduate classes.

The research accomplishments of the candidate should be reflected by:

- A substantial publication record in prestigious journals and highly ranked conference proceedings in the candidate's area of research. A minimum of two journal or high-quality conference publications per year since obtaining his/her Ph.D. is expected. Publications should be in venues that have the most impact, with conference papers turned into journal papers when possible. Typically we expect at least 5 journal papers to have been published by a successful candidate.
- Substantial funding from federal agencies such as NSF, NIH, NASA and other major funding agencies, and/or industry funding. The funding level may depend on the field, but we expect the candidate to be the PI of at least one grant and PI/co-PI of others and to have grants that collectively support two or more students over multiple years. An NSF CAREER award (or other early career award such as the DARPA CS study group or Air Force Young Investigator award) is highly desirable.

- Invited talks at prestigious institutions.

The research impact of the candidate should be reflected in a significant number of citations for the work done since joining the Department. The recognition of the candidate's impact should be attested by references from the preeminent members of the research community.

The candidate should be a good citizen of the Department, manifest a collegial attitude, and carry out his/her service and committee assignments impeccably.

The service work of the candidate should be reflected by the following accomplishments:

- Participation to panels at NSF and other funding agencies.
- Membership on editorial boards and technical program committees of good conferences, are also desirable.

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Guidelines for promotion
Rank of Full Professor

This document contains guidelines. For particular cases the faculty voting on the case will use their judgment, and excellence in some areas of accomplishment may compensate for weaknesses in others.

The candidate should be a tenured Associate Professor in the Computer Science (CS) Division who is recognized nationally and internationally as a leader in his/her area of research and who has a proven record as a good educator.

The research impact of the candidate should be reflected in a significant number of citations for work published since attaining the rank of Associate Professor. The candidate's recognition as a leader in his/her particular area of research should be attested by references from top members of the research community.

The research of the candidate should be reflected by the following accomplishments:
- A substantial publication record in the most prestigious referred journals and/or the best conference proceedings in the candidate's area of research (with an appropriate mix for that research area). On the average we expect 2 journal and 2-3 conference papers per year and an h-index of 25 (25 publications which have been cited at least 25 times), with considerations for slightly different expectations that depend on the area(s) of research.
- Substantial funding from federal agencies including NSF, NIH, and other major funding agencies, and/or industry funding. The funding level may depend on the field, but typically we expect about $250,000 per year for a sustained period. Some of the funding should be with the candidate as Principal Investigator.
- Invited talks and/or tutorials at prestigious conferences.
- Evidence of recognition such as UCF Research Incentive Awards, UCF Excellence in Research awards, best paper awards, being made a fellow of professional societies such as the ACM and IEEE.

Research monographs, or textbooks, authored or co-authored by the candidate and published by reputable publishers can also be used to reflect accomplishments in research or education.

The educational work of the candidate should be reflected by the following accomplishments:
- Joint publications with the M.S. and Ph.D. students directed by the candidate.
- Graduate students supervised by the candidate who obtained their degrees in recent years. The candidate should have supervised to completion at least 6 Ph.D. students since attaining the rank of associate professor.

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- Development of new courses.
- Good teaching evaluation for both undergraduate and graduate classes taught recently.
- Evidence of recognition such as: UCF Teaching Incentive Awards, Scholarship of Teaching and Learning Award (SoTL), UCF Teaching Excellence awards, recognitions by professional societies.

The service work of the candidate should be reflected by the following accomplishments:
- Membership in editorial boards of recognized journals and program committees of prestigious conferences.
- Service on review panels for the NSF and other agencies.
- Service at the regional or national level of professional organizations.

The candidate should be a good citizen of the Department, manifest a collegial attitude, and carry out his/her committee assignments impeccably.