

University of Central Florida
College of Engineering and Computer Science
Department of
Industrial Engineering and Management Systems
Promotion and Tenure Standards
Rank of Associate Professor and Tenure

According to the UCF P&T Guidelines, promotion from assistant to associate professor calls for substantial contributions in teaching and research as well as acceptable service contributions or other university duties. The record must demonstrate “professional accomplishment beyond the doctoral or terminal degree level of the specific discipline”. Therefore, the following criteria for tenure and promotion to the rank of Associate Professor apply to a candidate:

- Is normally an Assistant Professor in his/her 6th year appointment (unless credit towards tenure was granted at the time of hire) in the Industrial Engineering and Management Systems (IEMS) department or to include time at an equivalent university per UCF guidelines.
- Meets the minimum standards outlined below are considered minimum for such normal cases.
- Has had a load assignment associated with the AESP Research Model
- must have a record that is truly outstanding and substantially exceeds these minimum requirements if for early promotion and tenure (i.e., before the 6th year).

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 graduate and/or undergraduate courses.
- Development of new courses and/or significant revision of existing courses
- Satisfactory teaching evaluations

The research accomplishments of the candidate should be reflected by:

- A reasonable publication record in prestigious journals and highly ranked conference proceedings in the candidate's area of research. A minimum of two peer reviewed journal or conference publications per year since joining UCF is expected, on average that is reflective of area of candidate's research. Publications should be in venues that have the most impact within the candidate's discipline, with conference papers turned into journal papers when possible. Typically we expect candidates to have at least 6 peer reviewed journal papers published/accepted or patents issued beyond the candidates' dissertation.
- A record of research funding from federal agencies (e.g. NSF, NIH, DOD, NASA, etc.), state, 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~~ research contract and PI/co-PI of others. Federal funding is normally preferred and an NSF CAREER award (or other early career award such as the DARPA study group, ONR, or Air Force Young Investigator award) is highly desirable.

The recognition of the candidate's impact should be attested by references from recognized members of the research community.

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

- The candidate should manifest a collegial attitude, and carry out his/her service and committee assignments impeccably.
- Participation in conference committee leadership, or technical program committees of conferences.
- Participation in journal operations, for example reviewer, editorial board, special issue editor.
- Membership in professional societies.

University of Central Florida
College of Electrical Engineering and Computer Science
Department of
Industrial Engineering and Management Systems
Promotion Standards
Rank of Full Professor

According to the UCF P&T Guidelines, a full professor should have a “status and a level of significant achievement among one’s disciplinary peers on a national and international level.” A measure of outstanding performance requires a demonstration of a high level of capability in contributing to, disseminating, or applying new knowledge in a manner clearly recognizable by the candidate’s own peers.

This document contains guidelines. For particular cases, the faculty voting on the case will use their professional judgment, and exceptional excellence in some areas of accomplishment may compensate for less notable accomplishments in another.

Therefore, the following criteria for promotion to the rank of Full Professor apply:

- The candidate should be a tenured Associate Professor in the Industrial Engineering and Management Systems (IEMS) department, 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 or other evidence of recognition in the field, 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 refereed 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 with considerations for slightly different expectations that depend on the area(s) of research.
- Substantial competitive research funding. The funding level may depend on the field, but typically we expect an average of \$100,000 continuous funding per year for a sustained period from promotion to Associate Professor. 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 IIE and ASQ.
- 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 3 Ph.D. students since attaining the rank of associate professor, with additional students in progress.
- 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 national or international level of professional organizations.

The candidate should manifest a collegial attitude, and carry out his/her committee assignments impeccably.

Overall evidence of leadership in an area of research, teaching, and/or service is expected.

Balanced excellence across the teaching, research, and service dimensions is strongly preferred.