

Institute for Simulation and Training
Position Description and Promotion Criteria for
Non-tenure Track Research Faculty

As a research university, the University of Central Florida believes research and teaching go together to create the highest quality education possible. Any faculty member that is active and industrious will bring research and learning together. This document is intended to set forth the criteria for hiring and promoting individuals in non-tenure track positions of Research Associate Professor and Research Professor at the Institute for Simulation and Training (IST).

At IST, it is critical its faculty strive to advance the reputation of the organization and university through relevant, timely, and scholarly research. Therefore, the quality of IST faculty and their research output is the most essential factor in IST's reputation, making the recruitment, hiring, and promotion of IST faculty among the most critical components of achieving a superior reputation.

While research productivity numbers are important, it should be pointed out that nothing beats the quality of contributions and impact of the research as measured by continued research support from external sources and peer reviews of research products and proposals. In some circumstances, a single research or teaching contribution that gives national recognition to the IST and university may receive extra recognition and consideration by the faculty and administrators.

There are various forms of publication that contribute to forwarding IST's goals and reputation, e.g., journal articles, book chapters, archival publications, conference publications (some of which are archival such as SIGGRAPH, while others such as I/ITSEC are not), reports published by a sponsoring agency and web publications.

The IST is committed to honoring diverse patterns of activity and productivity. The activities outlined here are the criteria that will be used when evaluating faculty for hire and promotion.

Research Associate Professor: Candidates are expected to have developed a program of sustainable research in an area relevant to modeling and simulation and IST's area(s) of interest in human centered simulation and training. Evidence of sustainability is signified through a combination of funding, publications, and invited national presentations at various venues. Sustainability also includes an assessment of long term interest of sponsors and fundamental issues that have plagued the field. Major research products include funding in a particular area and/or from a variety of sponsors and publications. Peer-reviewed publications will receive higher recognition than those not peer-reviewed. Authorship contribution to publications must be clear. Candidates for promotion should also have tangible evidence of mentoring students, teaching, and service to the community. Service activities include participation on conference and university committees, editorships, reviewing, and refereeing, etc.

Research Professor: All criteria for the rank of Associate Research Professor must be met. To warrant the rank of Research Professor, significant achievements must be steadily demonstrated over a sustained period of time, with performance in research having attained sufficient stature to be recognized nationally as a significant contribution to the discipline. In addition, faculty members must demonstrate sustained commitment to providing quality academic leadership (student mentoring and teaching) and aid in the development of junior faculty through mentoring.