These faculty expectations were pulled from the Industrial & Systems Engineering Bylaws, revised on 05/01/2017

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.

<table>
<thead>
<tr>
<th>Parameter</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
<th>5th Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfactory Expectation</td>
<td>3.8±0.2</td>
<td>3.8±0.2</td>
<td>4.0±0.2</td>
<td>4.0±0.2</td>
<td>4.0±0.2</td>
</tr>
<tr>
<td>Minimum Expectation</td>
<td>2.8±0.2</td>
<td>2.8±0.2</td>
<td>3.0±0.2</td>
<td>3.0±0.2</td>
<td>3.0±0.2</td>
</tr>
</tbody>
</table>

Research Record: Annual UTK research expenditures for individual

<table>
<thead>
<tr>
<th>Parameter</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
<th>5th Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfactory Expectation</td>
<td>25k</td>
<td>60k</td>
<td>125k</td>
<td>140k</td>
<td>150k</td>
</tr>
<tr>
<td>Minimum Expectation</td>
<td>0</td>
<td>20k</td>
<td>60k</td>
<td>70k</td>
<td>100k</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Parameter</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
<th>5th Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfactory Expectation</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Minimum Expectation</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Total Conference Proceedings</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>No. of M.S. Graduates with individual as major professor</td>
<td>1</td>
<td>1</td>
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<td></td>
</tr>
<tr>
<td>No. of Ph.D. Graduates with individual as major professor</td>
<td>1*</td>
<td></td>
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</tr>
</tbody>
</table>

* Ph.D. students graduated or close to graduation at application
<table>
<thead>
<tr>
<th>ISE Faculty Evaluation Rubrics – Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Teaching</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Undergraduate Evaluations</td>
</tr>
<tr>
<td>&lt;1</td>
</tr>
<tr>
<td>&lt;1</td>
</tr>
<tr>
<td>Graduate Course Evaluation</td>
</tr>
<tr>
<td>&lt;2</td>
</tr>
<tr>
<td>Courses Taught per Year</td>
</tr>
<tr>
<td>(without compensation)</td>
</tr>
<tr>
<td>0</td>
</tr>
<tr>
<td>PhD Students Completed (3yrs)</td>
</tr>
<tr>
<td>0</td>
</tr>
<tr>
<td>MS Students Completed (3yrs)</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>Research</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Journal Articles Published (3yrs)</td>
</tr>
<tr>
<td>0</td>
</tr>
<tr>
<td>Conference Proceedings or presentations (3yrs)</td>
</tr>
<tr>
<td>0</td>
</tr>
<tr>
<td>Students Funded Externally</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>Sponsored Research Expenditures (current year)</td>
</tr>
<tr>
<td>&lt;$75K</td>
</tr>
<tr>
<td>Post Docs Supported</td>
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<tr>
<td>0</td>
</tr>
<tr>
<td>Salary Recovery (current year)</td>
</tr>
<tr>
<td>$5K</td>
</tr>
<tr>
<td><strong>Service</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Internal Service</td>
</tr>
<tr>
<td>none</td>
</tr>
<tr>
<td>External Service</td>
</tr>
<tr>
<td>&lt;10 hours</td>
</tr>
</tbody>
</table>

* 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

### Teaching

<table>
<thead>
<tr>
<th>Category</th>
<th>1</th>
<th>2</th>
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</thead>
<tbody>
<tr>
<td>Undergraduate Evaluations</td>
<td>&lt;1</td>
<td>&gt;1</td>
<td>&gt;2</td>
<td>&gt;3</td>
<td>&gt;4</td>
</tr>
<tr>
<td>Graduate Course Evaluation</td>
<td>&lt;2</td>
<td>&gt;2</td>
<td>&gt;2.75</td>
<td>&gt;3.5</td>
<td>&gt;4.2</td>
</tr>
<tr>
<td>Courses Taught per Year (without compensation)</td>
<td>&lt;2</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>PhD Students Completed (3yrs)</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>MS Students Completed (3yrs)</td>
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</table>

### Research

<table>
<thead>
<tr>
<th>Category</th>
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<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journal Articles Published (3yrs)</td>
<td>0</td>
<td>3</td>
<td>6</td>
<td>9</td>
<td>12</td>
</tr>
<tr>
<td>Conference Proceedings or presentations (3yrs)</td>
<td>0</td>
<td>3</td>
<td>6</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>Students Funded Externally</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>Sponsored Research Expenditures (current year)</td>
<td>&lt;$75K</td>
<td>&gt;$75K</td>
<td>&gt;$125K</td>
<td>&gt;$200K</td>
<td>&gt;$250K</td>
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<tr>
<td>Post Docs Supported</td>
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<td>1</td>
<td>&gt;1</td>
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<tr>
<td>Salary Recovery (current year)</td>
<td>$5K</td>
<td>$7K</td>
<td>$10K</td>
<td>&gt;20%</td>
<td>&gt;30%</td>
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</table>

### Service

<table>
<thead>
<tr>
<th>Category</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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</thead>
<tbody>
<tr>
<td>Internal Service</td>
<td>none</td>
<td>none</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>External Service</td>
<td>&lt;10 hours</td>
<td>&lt;10 hours</td>
<td>&gt;10 hours</td>
<td>&gt;20 hours</td>
<td>&gt;30 hours</td>
</tr>
</tbody>
</table>

* 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 \( 0.75 \times \text{MS} + 1 \times \text{PhD} + 0.25 \times \text{UG} \) (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.
<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Teaching</strong></td>
<td></td>
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</tr>
<tr>
<td>Undergraduate Evaluations</td>
<td>&lt;1</td>
<td>&gt;1</td>
<td>&gt;2</td>
<td>&gt;3</td>
<td>&gt;4</td>
</tr>
<tr>
<td>Graduate Course Evaluation</td>
<td>&lt;2</td>
<td>&gt;2</td>
<td>&gt;2.75</td>
<td>&gt;3.5</td>
<td>&gt;4.2</td>
</tr>
<tr>
<td>Courses Taught During Year</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>PhD Students Completed &lt;=YR5</td>
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<td></td>
<td></td>
<td>1</td>
<td>2</td>
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<tr>
<td>MS Students Completed &lt;=YR5</td>
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<td></td>
<td></td>
<td>2</td>
<td>3</td>
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<tr>
<td><strong>Research</strong></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Journal Articles Published per year</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Conference Proceedings or presentations per year</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Sponsored Research Expenditures* per year</td>
<td>&lt;$50K</td>
<td>&gt;$50K</td>
<td>&gt;$100K</td>
<td>&gt;$150K</td>
<td>&gt;$200K</td>
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<tr>
<td>Salary Recovery* per year</td>
<td>$5K</td>
<td>$7K</td>
<td>$10K</td>
<td>&gt;10%</td>
<td>&gt;20%</td>
</tr>
<tr>
<td>Students Funded Externally per year</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Post Docs Supported per year</td>
<td>0</td>
<td>1</td>
<td>&gt;1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proposals Submitted per year</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td><strong>Service</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internal Service</td>
<td>none</td>
<td>none</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>External Service</td>
<td>&lt;10 hours</td>
<td>&lt;10 hours</td>
<td>&gt;10 hours</td>
<td>&gt;20 hours</td>
<td>&gt;30 hours</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Teaching</th>
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<tbody>
<tr>
<td>Undergraduate Evaluations</td>
<td>&lt;1</td>
<td>&gt;1</td>
<td>&gt;2</td>
<td>&gt;3</td>
<td>&gt;4</td>
</tr>
<tr>
<td>Graduate Course Evaluation</td>
<td>&lt;2</td>
<td>&gt;2</td>
<td>&gt;2.75</td>
<td>&gt;3.5</td>
<td>&gt;4.2</td>
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<tr>
<td>Courses Taught During YR1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>YR2</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>YR3+</td>
<td>0</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>PhD Students Completed (3YRS)</td>
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<td>0</td>
<td>0</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>MS Students Completed YR3</td>
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<td>2</td>
<td>3</td>
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</table>

<table>
<thead>
<tr>
<th>Research</th>
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</thead>
<tbody>
<tr>
<td>Journal Articles Published YR1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>YR1+YR2</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Through YR3</td>
<td>1</td>
<td>3</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>Jnl Articles under review YR1</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>YR2, YR3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>Conference Proceedings or presentations per year</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

| Sponsored Res. Expend.  YR1               | $0K | $0K | <$50K | $50K | >$50K |
| YR1+YR2                                  | <$75K | >$75K | >$75K | >$125K | >$175K |
| Through YR3                              |     |     |     |     |     |
| 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    | >1   |     |
| Proposals Submitted last year            | 1   | 2   | 3    | 4    | 5    |

<table>
<thead>
<tr>
<th>Service</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Internal Service</td>
<td>none</td>
<td>none</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>External Service</td>
<td>&lt;10 hours</td>
<td>&lt;10 hours</td>
<td>&gt;10 hours</td>
<td>&gt;20 hours</td>
<td>&gt;30 hours</td>
</tr>
</tbody>
</table>

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