

## **Industrial & Systems Engineering**

### **DEPARTMENTAL CRITERIA FOR PROMOTION AND TENURE**

#### **RESEARCH**

- Focus of research
- Number of areas the research applies to (Is it multi-disciplined)
- Balance between theoretical versus applications to practical areas of work
- Blending and integration of theory with applications and how sophisticated the applications are
- How the work is being received in the academic and private sectors
- Number of research dollars
- Number of grants
- Who the grants are with
- How many graduate students have been supported through research funds
- How do peers feel about the quality of research, cooperation, commitment, follow-through, and contribution towards total effort
- Number of publications in refereed journals
- Number of proceedings papers
- Papers under review for publication
- Number of technical reports
- Number of invited presentations
- Number of papers in total less than average, average, or above average for the individual's specific specialization

#### **TEACHING**

- Number of courses developed in support of departmental curriculum
- Quality of course material
- Testing procedures
- Applicable to degree objectives of department
- Research incorporated into class material
- Commitment to students
- Organization, content and nature of subject matter appropriate to course level and subject matter

#### **SERVICE**

- Number of departmental committees served on
- How well does the person fulfill his/her commitment on the committee
- Is the person timely and complete
- Other committees or public service performed

**NATIONAL REPUTATION**

- Letters of recommendation from national and international, if applicable
- Credibility of references:
  - a. Are the people well-known and highly published in the field of research or a closely related field
  - b. Have they received awards or titles of merit pointing out their qualifications in the field.
  - c. What is the standing of the university that the reference is coming from
- Productivity, and contribution to subject area
- In annual reviews if areas are pointed out for further development, does the person follow through and if so, how well

**OTHER CONSIDERATIONS**

The overall rating is based on:

- a. Balance of teaching, technical papers, attendance, participation in technical meetings and research
- b. The person's standing in the private and academic community
- c. How well the person works with peers in areas of research, writing and teaching
- d. How well the person's area of interest fits into the present and foreseeable future of the department
- e. Other circumstances to be weighted in the overall review