

### Department Clarification “Framework”

Department: \_\_\_\_\_ Mechanical and Environmental \_\_\_\_\_

Clarifications formally approved on: \_\_\_\_\_ DRAFT 12/7/2022 \_\_\_\_\_

Clarification for: *Reappointment or Promotion*

#### 1.0 Instruction

**Core Criterion: A faculty member must clearly be contributing to the instructional mission.**

##### 1.3 Overall Criterion Considerations & Recommendations

##### 1.3(D) Further Departmental comment on Instructional contribution

- No specifics added.

##### 1.4 Factors to consider in terms of “effort”

##### 1.4(A) Departmental clarifying comment on “effort”

- The impact of modality on effort should be taken into consideration and, in particular, that this impact is not equal across disciplines. ME and EnvE requires more person-to-person interaction in general than other programs at Florida Poly and set-up, execution, grading, and assessment of student work in a virtual or hybrid environment requires a heavy lift of effort and a significant translation from one instructional context to another. Additionally, consideration should be given for the effort required to develop new laboratories, experimental set ups and related field work.

##### 1.5 Factors to consider in terms of “quality”

##### 1.5(A) Departmental comment on “quality”

- It is important to recognize that a high course DFW rate does not implicitly imply low quality instruction. Assumptions should be derived from sample course materials.

##### 1.6 Further Criterion Consideration

##### 1.6(G) Departmental clarification on “Further Criterion Considerations”

#### 2.0 Research or Scholarly/Creative Activities

**Core Criterion: At the Assistant Professor level, a faculty member should demonstrate that they are pursuing a research direction that has the potential to develop an expertise in their field and have activity that aligns with this professional direction.**

##### 2.2 Further Criterion considerations

##### 2.2(I) Departmental Clarifying Comment on Criterion Considerations

- Mechanical and Environmental research can be heavily based on use of laboratory equipment and procedures, process, and repeated testing. Sustained effort toward defined research goal(s) must be demonstrated by documented evidence that shows coherence or thoughtful progression toward meaningful achievement, which traditionally is seen as resulting in publications, grants, external collaborations, and funding. Reviewers should consider the impact of the COVID-19 with respect to forward research progress. Faculty who rely heavily

on University labs and facilities for research cultivation may have been inversely impacted during lockdowns as well as migration to different facilities.

### 2.3 Important Note on Proposal and Grant Activity:

#### 2.3(A) Departmental Comment on Proposal and Grant Activity

- Research in Environmental Engineering may at first glance look like public-private partnerships, field work or consulting, however results can still be impactful and overall improve University reputation and enhance community engagement.

## 1.0 Service

**Core Criterion: Individuals that seek the rank Professor must show that they have experience across the institution and that they are routine and active contributors to the institution. A key element in consideration of promotion to Professor is “institutional citizenship” displayed by the candidate.**

#### 3.2(D) Departmental clarifying comment on Criterion Considerations

- The Department of Mechanical Engineering assigns all junior faculty areas of responsibility that support departmental functions and requires an associated report or deliverable demonstrating status of activity.
- As viewed by the ME Department, involvement in, and service to, a professional society is a worthwhile endeavor which occurs in many venues with a range of activities, roles, and invested time. A narrative providing insight and elaborating on how one’s service role enhances their professional goals, as well as, advancing the position of the university is highly recommended. It is noted that service to the profession may be at the local, regional and/or national level, and the narrative will document the details and impact of these activities.
- Consideration should be given for faculty heavily involved in the ABET review process, particularly departments that are seeking their initial accreditation.

#### 3.3(A) Departmental Clarifying Comment on Special Consideration of Administration Contribution

- When considering this element, the Department of Mechanical Engineering looks at a candidate’s contribution over the multi-year period that benefits both the department/program, and the University in tangible ways. Strong emphasis is placed upon that individual’s ability to show leadership, mentorship, and extra-departmental relationship building that supports the department’s faculty and reputation over the long-term.

## 4.0 Overall Recommendation

**Core Criterion: For Promotion to Professor, the candidate must demonstrate strong, ongoing contribution to the University and leadership capacity, ability to perform their full suite of duties with a high-degree of quality and independence by *demonstrating* accomplishment in teaching, established reputation in research, and service that positively advances the University, department, and program.**

### 4.2 Overall Criterion Considerations.

#### 4.2(D) Departmental comment on overall criterion Considerations

- No specifics added.