COLLEGE OF ENGINEERING

Expectations for Promotion from Associate to Full Professor

Promotion to full professor is a special distinction recognizing a faculty member for continued post-tenure growth as a participant in the University's mission of education, research and public service, and their dedicated commitment to their department and the college’s strategic plans. A recommendation for promotion by a department to the Dean must be based on documented evidence of outstanding contributions in education, research and public service, including the candidate’s CV and research and teaching statements. It is expected that the performance of a candidate is significantly above and beyond what is expected for the granting of tenure. Moreover, a candidate’s accomplishments should be consistent with expectations for promotion set by the faculty of the College of Engineering at the time that the recommendation is advanced to the Dean of the college.

Education: We are living in an era of great expectations by our constituents, namely, our students, their parents, employers, the taxpayers and the people who represent them. All scholars, including undergraduate and graduate students benefit from exceptional teaching and mentoring by our senior faculty. Therefore, a promotion recommendation for full professor should provide ample evidence that the candidate has a commitment to education. This principle was established many years ago by the ACRE report and it has been reconfirmed repeatedly by the College of Engineering Committee over the years.

One objective of the College of Engineering is to educate students to:
- practice competently and professionally, with consideration for ethical, legal, ecological, economic, and technical principles;
- recognize and solve important problems;
- make effective use of information resources, continue learning, and become broadly educated citizens serving society.

Evidence of contributions to achieve these objectives will provide a strong argument for the promotion of a faculty member.

Effective teaching requires not only mastery of the subject, but the ability and the willingness to communicate a knowledge base to students through good organization of the course material, to serve as a stimulant of professional interest in the subject, and to provide the practical engineering application of the theoretical material to enhance the students’ professional growth. Documentation of the faculty member's level of excellence should be provided to show strong commitment to education excellence and a desire to strive for continuous improvement.

Evidence of outstanding education in our college takes on many forms over and above performance in the formal classroom environment. Evidence of sound advising and mentoring of students and staff, supervision of student activities, the timely and thorough guidance of thesis research, new course development, publication of educational developments in journals, commitment to teaching clinics, publication of textbooks, evidence of national recognition as an
educator, as well as other types of contribution should be given strong weight in the evaluation process.

**Research:** Documentation of a strong commitment to innovative and effective research is a primary consideration in the promotion process at all major research universities. The growth of research programs in the College of Engineering has been a major objective for many years. The nature of engineering research has also changed dramatically in recent years. More emphasis is being placed on collaboration and teamwork than at any time in the past. The intent is not to diminish the contributions of individual efforts, which remain the basis for evaluation, but rather to amplify what can be accomplished individually through collaboration and teamwork.

Our basic goals are to develop a human resource pool of graduates and researchers, to create and transfer new knowledge and innovative technology for use by our industrial base, and to contribute to the scientific community. Evidence of effective research supports a second objective of the College of Engineering which is to conduct research which:

- Creates new scientific knowledge or engineering approaches which could improve existing technologies or creates new technologies;
- Leads to efficient use of materials, energy, human labor and ingenuity, and other resources;
- Creatively solves problems that limit the quality of life.

Inherent in our mission is to make Wisconsin and the nation more competitive. Outstanding achievements in research include the establishment of an active research program with demonstrated accomplishments that have promise for continued contributions to the above goals. A candidate should achieve or exceed the expectations set by the faculty at the time that the recommendation is advanced to the Dean. The issues to be considered include the productivity of the candidate’s laboratory, research support, publication in reviewed journals, and the significance of the work as judged by at least four (4) and no more than six (6) outside letters (including at least one (1) international) from independent peers in the field.

**University and Public Service:** Documentation of public service activities should be consistent with the Wisconsin Idea. Typical goals are to transfer technology to industry and government, to advise national and international bodies, to demonstrate leadership in societies and editorial activities, to participate in consulting, community outreach and continuing education. These activities contribute to the total profile of a candidate’s effectiveness as a professional. Analogous with the expectations for education and research, effectiveness should be documented to demonstrate that the candidate’s accomplishments are consistent with the expectations for promotion set by the faculty of the College of Engineering at the time that the recommendation is advanced to the Dean of the college. It is a further expectation of faculty being recommended for promotion that they have demonstrated a commitment to participating in the governance of the university, the college, and the department through substantive committee work and volunteer service to their colleagues. It is of special importance to recognize a candidate's commitment to such national agendas as providing opportunity which leads to the development of a diverse pool of qualified professionals, and improving the basic educational system for the recruitment and preparation of young people for the engineering profession.
There is not one mold from which a professor must be cast. In evaluating a candidate for promotion to full professor, the goal should be to seek a true picture of the individual’s commitment to excellence in a host of activities that demonstrate beyond any doubt that the candidate is exceptionally well qualified and has met the expectations set by the faculty of the College of Engineering for such promotion.

Timeline: Departments submit promotion package, which includes CV, and research and teaching statements, external letters of reference and recommendation statement by the department chair to the Office of the Dean of the College of Engineering by the end of the first week of March of each year.

Dean transmits the packages to the College of Engineering Promotions Committee, who will return their recommendation regarding the promotion of each candidate no later than the first Monday of the last week of May.

Dean makes recommendation to the University no later than the first week of July.