

I. Faculty Areas of Activity

For the School of Engineering & Applied Science, we define four areas of faculty activity and list examples of activities and evidence of success below. The criteria for reappointment and promotion for each position will be primarily based on the level of excellence in the areas of activity in which that position engages. However, the boundaries between these areas are not crisp and the areas are mutually supportive: engaging in any of them strengthens and supports the other three. It is important to note for promotion that a particular candidate does not need to excel in all four areas, or in all of the examples for a given area.

A. Teaching

Teaching is the act of increasing the knowledge and ability of students of all levels through the delivery of instruction and mentoring in the broad context of education.

Activities that show evidence of educational engagement include, but are not limited to,

- teaching courses
- mentoring undergraduate and/or graduate students
- sponsoring and supporting student organizations, competitions, etc.
- supervising student research projects, such as capstone projects and theses
- supporting students from underrepresented groups

Evidence of educational excellence includes, but is not limited to,

- peer evaluations
- student evaluations
- letters from current/former students
- receipt of competitive scholarships or fellowships by advised students
- placement of students in prestigious internships and post-graduation positions
- attraction and retention of diverse students
- awards and honors received for excellence in delivering education.

B. Discipline Scholarship

Discipline scholarship is the act of expanding the boundaries of knowledge of a field through the performance and dissemination of research.

Activities that show engagement in discipline scholarship include, but are not limited to,

- proposal submissions for sponsored research
- engagement with research communities, practitioners, industry, startups, and society
- contributions to, and support of, disciplinary and/or interdisciplinary areas
- advising and training of Masters and/or Ph.D. students
- mentoring of undergraduate research trainees
- placement of students in prestigious internships and post-graduation positions
- development of new technology and systems
- collaborations with industry and national laboratories

Evidence of discipline scholarship excellence include, but are not limited to,

- peer evaluations
- letters from current/former advisees
- securing funding, including awards of competitive fellowships
- impacts on research communities, practitioners, industry, startups, and society
- contributions to the research in disciplinary and/or interdisciplinary areas
- graduation and success of Masters and/or Ph.D. students
- placement of advisees in prestigious internships and post-graduation positions
- writing and/or presenting of peer-reviewed papers
- impact of new technology and systems
- relationships with industry and national laboratories
- awards and honors received for excellence in research.
- publications considering issues of diversity
- publications co-authored by members of underrepresented groups.

C. Educational Scholarship

Educational scholarship is the act of expanding student education through the performance and dissemination of pedagogical, curricular, and assessment innovation and evaluation.

Activities that show engagement in educational scholarship include, but are not limited to,

- proposal submissions
- engagement with educational communities and society
- advising of students conducting educational scholarship
- development and assessment of teaching materials
- creation and assessment of the impact of new courses
- creation of new curricula, or modification of existing curricula, and the assessment of the impact associated with those curricula
- creation of new degree programs, or modification of existing degree programs, and assessment of the impact associated with those degree programs
- introduction of innovative instructional practices and assessment of their impact
- creation of new programs that support the educational mission (e.g., new advising processes) and assessment of the impact associated with those programs
- integrating professional experience with the academic mission of the school
- training and development of other educators
- mentoring researchers from underrepresented groups
- studying the value of educational practices for students of underrepresented groups.

Evidence of educational scholarship excellence include, but are not limited to,

- peer evaluations
- securing funding (internal or external), including awards of competitive fellowships
- impact on educational communities and society

- graduation and success of Masters and/or Ph.D. students
- writing and/or presenting of papers on education
- adoption of teaching materials by other faculty members
- impact of new or modified courses, curricula, or degree programs
- impact of innovative instructional practices and programs
- letters from current/former trained educators.
- awards and honors received for educational innovation
- publications considering issues of diversity
- publications co-authored by members of underrepresented groups.

D. Service

Service is the act of assisting the smooth functioning of the department, school, university, and broader academy.

Activities that show evidence of engagement in service include, but are not limited to,

- serving on and chairing committees at the department, school, and/or university level
- participating in activities at the department, school, and/or university level
- undertaking service assignments at the department, school, and/or university level
- serving in leadership roles at the department, school, and/or university level
- mentoring of colleagues
- undertaking the preparation at UVA for ABET and/or SACS accreditation review
- leadership roles in professional practice, public service, and/or entrepreneurial activities
- service in technical and professional societies and associations
- editorial work for professional journals
- engagement with educational and/or scholarly communities, and with society
- supporting and developing the service of others
- performing outreach targeting underrepresented groups.

Evidence of service excellence include, but are not limited to,

- peer evaluations
- letters from those serving with the candidate
- letters from those impacted by the service
- continued invitation to engage in service
- awards and honors received for service
- adoption of developed programs
- adoption of programs supporting members of underrepresented groups.