

Expectations of Lecturers
Engineering Fundamentals Program
Tickle College of Engineering
The University of Tennessee

The evaluation and promotion of lecturers will follow these two guidelines:

- Guidelines for UTK Lecturer Promotion Process, Office of the Provost
- Tickle College of Engineering Guidelines for the Promotion of Lecturers

The annual review of lecturers will follow the procedures given in the Faculty Handbook and Evaluation Manual. Evaluation of non-tenure-track faculty is based on evidence of high-quality teaching, with additional consideration given to administrative work and scholarly activity related to the program's mission. Performance evaluation normally includes data from the preceding three calendar years, which will be provided to the Director by the faculty member. In addition to any required data, the faculty member may provide other relevant information such as student comments or evidence of scholarly or service activity.

Expectations for Teaching: Lecturers who have been teaching the equivalent of three full-time years are expected to be good teachers who communicate effectively and work enthusiastically with students. Lecturers who have been teaching for less than three years are expected to show a clear interest in, and promise of, developing these attributes in themselves. Factors that may contribute to the evaluation of "meets expectations" in teaching include teaching materials, feedback from students, peer evaluation, instructor reflection, and grade distributions.

Factors that may contribute to a rating of "exceeds expectations" include substantial involvement in one or more of the following:

- innovative curriculum development
- evidence of very high student success and satisfaction
- administrative or service leadership in the program or university
- teaching awards
- scholarly activity related to first-year programs or engineering education
- leadership positions in education-oriented organizations
- participation in professional development as it relates to curriculum and instruction
- development of and involvement with innovative extra and co-curricular activities that support the mission of the first year program
- development of successful educational or facilities improvement proposals

Lecturers who do not meet or exceed expectations will be rated as "Falls Short of Expectations" unless: (1) serious professional misconduct has occurred or (2) the faculty member has been rated as "Falls Short of Expectations" or below in one or more of the preceding three years. In case of (1) or (2), a rating of "Falls Far Short of Expectations" could be given.

Adopted: May 10, 2019