

Department of Civil & Environmental Engineering
Scholarship Criteria for Evaluation of Faculty Performance
12/02

The Civil and Environmental Engineering Department values the diversity of scholarly excellence embodied in its faculty and their accomplishments. The strength of the department is that each faculty member can develop excellence with a unique mix of teaching, research, professional competence and activity, and University and public service. These guidelines are intended to supplement the criteria for teaching, research, professional competence and activity, and University and public service as described in APM 210.

Instructional Activity

Primary emphasis in evaluation of a faculty member's instructional activity is placed upon (i) sound familiarity with the subject matter; (ii) adequate preparation prior to class; (iii) clarity of delivery style and proper organization; (iv) coverage of topics set forth in the course description; and (v) due diligence to students' needs. Peer and student evaluations of teaching are required for faculty promotions. Curriculum development, including the authoring of instructional text, and effective use of technology in classroom instruction are valued contributions. Faculty are expected to be actively involved in mentoring graduate students working on MS and PhD research. Mentoring of undergraduate students and post-doctoral researchers in their academic and professional development is valued. The teaching of formal and informal short courses, lectures, mentoring, and related activities off the UC Davis campus for other universities, agencies, and professional groups is a valued teaching activity. Campus and professional society awards and honors for educational activities serve as peer recognition.

Research and Creative Activity

Superior intellectual achievement as evidenced in research and other creative activities is central to faculty performance at the University of California and can be accomplished in many different forms. Peer-reviewed publications, monographs, and texts subject to rigorous review are the clearest evidence. Other indicators of research or creative activity include patents, other publications, invitations to give plenary conference presentations, and evidence of creative engineering design or technology development activity. The department values interdisciplinary collaborations and recognizes that both single and multi-authored peer-reviewed publications are significant contributions to research and creative activity. Awards and honors from professional societies for research and creative activities serve as peer recognition. Extramural funding seen as supporting and enhancing the institutional infrastructure and the research and educational activities of the department is valued.

Professional Competency

Members of the faculty are expected to participate in professional activity in the context of their research fields with leadership and high impact roles being particularly valued. This includes reviewing manuscripts, service on editorial boards of journals, or as an officer of a professional society; advising government agencies, advanced practice in industrial applications, membership in organizing committees for conferences and workshops; organization or chairing of technical sessions and short courses; and similar activities. Society awards, honors, and other forms of professional peer recognition, are recognized as indicators of valuable professional activity.

University and Public Service

Members of the faculty are expected to exhibit a substantial and sustained record of service commensurate with their rank and step to the department, college, and campus. The criteria for public service are the same as those for professional activity, but can more broadly include other activities that serve the public and the public roles of the University.