Utah State University Department of Civil and Environmental Engineering is hiring one H-1B nonimmigrant employee for the full-time position of Assistant Professor in Logan, Utah. The anticipated period of employment will be August 1, 2020 through July 31, 2023. The salary is $90,000 per academic year.

Primary responsibilities include, but are not limited to:

**Teaching: 40%**

**Research or Creative Endeavors: 50%**

**Service: 10%**

**Expectations for Teaching (Relative weight = 40%)**

USU takes very seriously its commitment to teaching, a record of effective instruction is one of the hallmarks of success for faculty at Utah State. As you establish your credentials as an instructor, advisor, and mentor, reviewers of your credentials will look for a pattern of continuous improvement as well as evidence of your dedication to high-quality teaching. On an annual basis, it will be your responsibility to collect, assemble, and present the most compelling evidence available to document your ability to provide consistently high-quality instruction, advising, and mentoring over an extended period of time.

We expect you to create an environment in all of your teaching activities that is conducive to academic learning and free from intimidation or abuse.

As your Utah State colleagues review your teaching and engagement with students, they will be looking for evidence of the following elements that are commonly associated with effective instruction:

- You are able to effectively teach the undergraduate and graduate courses assigned by your department head.
- Articulation of a philosophy of teaching that communicates your approach to instruction and describes your primary goals as a teacher, advisor, and mentor.
- Active participation in the ABET continuous assessment and improvement processes of your department’s accredited curricula. A department’s academic program is ever changing, and you are expected to participate in curriculum development in a substantive and collegial manner as required for accreditation. This includes development of your assigned courses in a fashion consistent with program learning objectives.
- Positive student evaluations of your classroom performance that demonstrate your ability to create an environment that invites student learning. USU also expects to see steady improvement in your student evaluations as you gain experience. Your tenure and promotion committee will look for patterns of consistency in your student evaluations. A successful profile will reflect either ongoing improvement in teaching or consistently high levels of classroom performance. Significant fluctuations in student evaluations from semester-to-semester will require an explanation.
- Systematic and repeated peer evaluations of your classroom performance throughout your probationary period. USU also expects evidence of your response to these peer
evaluations and documentation of changes to your instruction that you have made as a result of such feedback.

➢ Demonstration of your ability to attract graduate students and to mentor them to the successful completion of their degree and in publishing the results of their research. The successful production of both Masters and PhD students is expected.

➢ Participation in activities intended to improve your skills as an instructor and to demonstrate your continued commitment to high-quality instruction.

➢ Documentation of your engagement with students outside normal classroom instruction. Such engagement may take many different forms including involving students in your research and scholarly activities, supervising independent study or senior design projects, advising student organizations, leading students in service learning and community engagement activities, or consulting with students regarding their evolving careers.

➢ A variety of types and sources of data about your teaching performance (e.g., student outcomes, portfolios of student work, and course projects). Ultimately, the evidence that you provide regarding your teaching and advising effectiveness will be enhanced, strengthened, and be more persuasive if it addresses different aspects of your instruction (e.g., in-class presentations, written course materials, tests and examinations, contributions to the USU honors program, and/or out-of-class interactions with students).

➢ Teaching activities will contribute and be compatible with the mission and goals of your Department.

Expectations for Research or Creative Endeavors (Relative weight = 50%)

The domain of research and scholarship represents the major emphasis of your role statement; thus, you will be expected to perform with excellence in this domain of your responsibility in order to be tenured and promoted to Associate Professor. Specifically, you are expected to create a high quality program of research and scholarship that is consistently productive, sustainable, and nationally recognized for excellence.

As your Utah State colleagues review the maturation of your program of research and scholarship, they will be looking for the following elements that are commonly associated with success in this domain:

➢ Development of a nationally recognized research program reflecting your contributions to your area of specialization, as well as those of your students and research associates. The specific research problems are your choice, but should articulate a clear, coherent theme that is reflected in your publication record.

➢ A steady and consistent record of peer-reviewed archival journal publications emerging from your program of research. As your career unfolds, USU and the College of Engineering expect that this record of research and scholarship will accumulate systematically (i.e., later work to be built upon your earlier work). It is also expected that you will demonstrate independence from earlier mentors.

➢ Your published research, as judged by your peers, will be scientifically rigorous, innovative, and contributing new knowledge to your field of inquiry. One indicator of these traits is the reputation and stature of the professional outlets in which you choose to publish and report your research.

➢ Steady and consistent record of research or creative endeavors supporting your scholarly activity. Any periods of time without significant record of scholarly activity will require explanation. Documentation supporting scholarly activity is described in USU Faculty Code 405.2.2(2), and is generally outlined within the template for presenting promotion and tenure documentation. Commonly recognized documentation includes
authorship of peer-reviewed materials (books, book chapters, journal articles), invited authorship of review articles, participation in symposia, intellectual contributions represented by
➢ patents, inventions, and other intellectual property, and evidence of community engagement in achieving the goals of your research or creative endeavors.
➢ Demonstration that you can successfully compete for extramural funding in order to sustain a productive program of research and scholarship over an extended period of time. You are expected to use this funding to support graduate students, acquire needed equipment, travel, summer salary, and whatever else is required to sustain your program of research and scholarship.
➢ Patents documenting scientific discoveries and inventions are valid indicators of productivity emerging from your program of research and scholarship.
➢ Increasing leadership for the published products emerging from your research and the funding by which it is supported.
➢ Demonstration that your research activity contributes to your professional growth and development and is compatible with the mission and goals of the college and your department.

Expectations for Service (Relative weight = 10%)
Service activities are vital to the mission of the University; therefore, tenure-eligible faculty must participate in service. These activities include effective participation in the operation and shared governance of the University (as per 401.8.1(4)), and in the outreach mission of the University. Service activities also include effective participation in organizations relating to your academic profession. Service represents an important component of your role. Service is not expected in all of these areas but, rather, some combination that represents the relative weight that is equivalent to the percent that you have been assigned in this domain.

In judging your efforts in the service domain, your Utah State University colleagues will look for evidence of your contributions to a variety of significant and meaningful service. Examples of service activities are described in Faculty Code 405.2.2(4) and may include:

➢ Active participation in regional or national professional societies and organizations in your field of expertise as evidenced by committee membership and/or holding elected or appointed office.
➢ Service as a reviewer of manuscripts or editor to a scientific or professional publication.
➢ Service as a reviewer of grant proposals for a funding agency or professional organization.
➢ Service as in consulting roles to local, regional, national, or international organizations and agencies.
➢ Participation and support the outreach and land-grant mission of Utah State University through public speaking and/or information dissemination involving your professional expertise.
➢ Service on local, regional, national, or international advisory or governing boards that reflect your professional expertise.
➢ Service that supports the academic mission of the university such as a member, advisor, or leader of service and student clubs, international student experiences, and undergraduate Honors projects.
➢ Service as a member or leader of departmental, college, and university committees such as curriculum, awards, and search committees.
➢ Service as a member or leader of faculty organizations, including USU Faculty Senate.
➢ Service on behalf of the outreach mission of Utah State University through public speaking and/or information dissemination involving your professional expertise.
➢ Service on local, regional, national, or international advisory or governing boards that reflect your professional expertise.

The Labor Condition Application is available for public inspection in the premises of the above-named department at Utah State University. Complaints alleging misrepresentation of material facts in the Labor Condition Application and/or failure to comply with the terms of the Labor Condition Application may be filed with any office of the Wage and Hour Division of the United States Department of Labor.

Dates posted: __________________________ to __________________________

I hereby certify that the above Job Description was posted in two conspicuous public places; one in the USU Department of Civil and Environmental Engineering, and the other in the Human Resources Office where other similar notices and postings are placed on the dates indicated.

Dated this _______ day of __________, 2020

Signed: _______________________________________________

Department: ___________________________________________