

**Name, Assistant Professor  
Department of**

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**Education**

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1997 BA, University  
1999 MA, University  
2001 MPhil, University  
2004 PhD, University

**Professional Experience**

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2004-2006, Term Assistant Professor, College  
2006-2007, Postdoctoral Fellow, Center for the  
2007-2009, Assistant Professor and Program Director, University of  
2009-2012, Assistant Professor, College  
2012-present, Assistant Professor, University of Maryland

**Research / Scholarship / Creativity**

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***Research & Publications***

Dr. Name specializes in premodern literature and cultural studies, with a research focus on intersections of literature, science, and culture during the sixteenth through the early twentieth centuries. His research examines the ways that knowledge about the body and the natural world affected literary production in that period and, in turn, how such writing affected knowledge of the body and the natural world itself. Dr. Name is author of one monograph, four book chapters, three encyclopedia articles, four refereed articles, and three book reviews. He is co-editor of one published essay collection; another edited collection is under contract, as is an interactive and print language-teaching work on *Title*.

***Grant Support & Awards***

Dr. Name has received grants from the Name Society and, at Maryland, from the Lilly Foundation and a Chesapeake Project fellowship from the Office of Sustainability (UMD).

***Impact***

Dr. Name has presented or will present nine invited lectures at major research universities in the US and Canada (e.g. Brown, Vanderbilt, Johns Hopkins, Yale) and the National Institutes of Health, and two invited conference papers, one at Humboldt. He contributed an interview to the Voice of America.

***Summary of External Letters***

Seven external reviewers evaluating this case all recommend Dr. Name for promotion and tenure. Typical of the assessments are those of Prof. Robert Name (University Name), who comments: "*Book Title* will be required reading for any student of late era, regardless of field, and for early modern historians in general.... Given his ambitious and exciting new research area, I expect that he will continue to be a demanding and innovative teacher and a creative and imaginative scholar for the rest of his career." Prof. Name (University) deems Dr. Name's book "a magnificent achievement.... *Book Title* will establish Name's reputation

as one of the most innovative scholars in the field of early modern and modern literature.” Prof. Name (University Name) states: “Name stands alone in his generation as a scholar of literature and medicine. ... none have the double distinction of a highly original single-author monograph *and* a groundbreaking edited volume.” Assoc. Prof. Name (University Name) observes: “Professor Name has very ably carved out a compelling area of research, the intersection of fiction and medicine in late era. He deserves recognition for fearlessly venturing into the field of era medicine and showing us its importance to the study of era literature. In particular, his realization that era fiction and drama served as medical literature is a brilliant insight.”

## Teaching

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Dr. Name has taught a wide range of undergraduate courses for the major at Maryland, with particular focus on era literature. Scores from student course evaluations show his ratings hovering at or above College mean scores, with an occasional dip below these. Slightly lower scores in several courses are followed by notably higher ones the next time the courses were taught. Peer evaluations of Dr. Name’s find him a highly effective and versatile teacher.

Semester	Year	Course	N	Instructor Rating	College Mean
Fall	2012	XXXX213	19	3.32	3.30
Fall	2012	XXXX441	11	2.63	3.38
Fall	2013	XXXX213	22	3.35	3.34
Fall	2013	XXXX441	5	3.64	3.42
Spring	2014	XXXX213	22	3.33	3.29
Spring	2014	XXXX443	22	3.47	3.48
Fall	2014	XXXX316	24	3.56	3.27
Fall	2014	XXXX441	14	3.66	3.40
Spring	2015	XXXX214	21	3.36	3.33
Spring	2015	XXXX429C	11	3.62	3.41

Of the six different XXXX courses taught by Dr. Name since fall 2012, three are new in content and design and three have been substantially reinvented, one of which (XXXX214) also meets a general education requirement. He has also offered a course in College’s new interdisciplinary course series.

Dr. Name has actively mentored undergraduate students, offering three different directed readings/independent study courses. His work as coordinator of the Center for XXXX Studies’ certificate program had a significant mentoring component. He has also worked with an undergraduate TA (UTAP) to develop a digital version of his textbook. Because XXXX does not have an MA or PhD program, Dr. Name has not taught any graduate courses. But he has sought out opportunities to work with graduate students in the department as a workshop mentor and faculty adviser for a graduate conference. He has also been an external reader for PhD dissertation committees at two previous universities.

## Service

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Dr. Name has made significant contributions in service to the University and the profession. He has represented the department on college Collegiate Council, served on several faculty search committees in the department and the College, and participated in the college's Initiative. He has also been a member of the University Senate PCC Committee. His professional service includes reviewing manuscripts for various journals and an elected term to the Modern Language Association's Delegate Assembly, representing less-commonly taught languages.

## Overall Assessment

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Echoing the highly favorable assessments of this case at all earlier levels of review, the Campus APT Committee rendered a unanimous positive vote and did not discuss the case any further.

	Date	Yes	No	Voluntary Abstention	Mandatory Abstention	Absent	Sum
Department	10/23/15	42		1		1	44
Chair	11/2/15	1					1
College	12/3/15	5					5
Dean	1/22/16	1					1
Campus APT	2/9/16	9					9

**Associate Professor  
Department of**

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**Education**

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1982 BS,  
1988 MS,

**Professional Experience**

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1995-1997, Postdoctoral Research Associate, University Name  
1997-1998, Associate Professor, University Name  
1998-1999, Assistant Research Scientist, University Name  
1999-2003, Research Scientist, Center for Research, University Name  
2003-2007, Assistant Professor, University Name  
2007-2012, Assistant Professor, University of Maryland  
2012-present, Associate Professor, University of Maryland

**Research / Scholarship / Creativity**

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***Research & Publications***

Dr. Name's research involves the development and application of new materials for advanced XXXXX, including large-scale systems for XXXXXX. He has published three book chapters, 130 refereed journal articles, and six conference proceedings, and has presented his work at three refereed panels, six symposia, and two workshops. He has also produced three provisional patent applications.

***Grant Support & Awards***

Dr. Name has received \$6.2M as his share of grant funding from a wide range of research sponsors including the DOE, NSF, DoD, NASA, and industry.

***Impact***

Dr. Name's papers have been cited over 5100 times, as indicated by the ISI Web of Science, with an associated h-index of 40. He has presented 37 invited talks and 38 refereed conference presentations. His research has also received exposure through a range of technical and general media outlets.

***Summary of External Letters***

The Department received letters from seven reviewers (four unit choices and three candidate choices). All of the reviewers are strongly positive and recommend promotion to Full Professor. The reviewers are uniform in their praise for Dr. Name's research impact and significance. Dr. Name (University Name) notes Dr. Name's "exceptional novelty and creativity" and writes that "Dr. Name's creative fundamental research has high impact on the XXXX community", and that he "is becoming an international leader in the area of

XXXXX and XXXX, publishing groundbreaking, creative work in the most-respected journals in his area of study”. Following this theme, Dr. Name (University Name) states that “Dr. Name has made significant contributions to the field of XXXXX”, while Dr. Name (University Name) says that “Dr. Name’s research is making extremely important contributions to XXXX research”. The reviewers also comment positively on the productivity of Dr. XXXX’s research group. For example, Dr. XXXX (University Name) notes that his high record reveals “an extraordinary level of productivity and shows that the pipeline of students, research ideas and funding is in high gear”.

### Teaching

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Dr. Name has taught two undergraduate courses and a cross-listed graduate/undergraduate course on advanced XXXXX and XXXX which he developed. With several exceptions, his teaching evaluations are slightly below the College mean. Only one score from fall 2013 is significantly below the mean.

Semester	Year	Course	N	Instructor Rating	College Mean
Fall	2007	XXXX437	15	2.70	3.30
Fall	2008	XXXX437	11	3.30	3.20
Fall	2009	XXXX437	29	3.40	3.30
Spring	2010	XXXX473/XXXX648K	25	3.20	3.30
Fall	2010	XXXX437	30	3.00	3.20
Spring	2011	XXXX473/XXXX648K	27	3.10	3.30
Fall	2011	XXXX437	27	2.80	3.20
Spring	2012	XXXX473/XXXX648K	22	3.20	3.30
Fall	2012	XXXX437	32	2.90	3.20
Spring	2013	XXXX473/XXXX648K	22	2.90	3.30
Fall	2013	XXXX301	43	2.30	3.14
Spring	2014	XXXX473/XXXX648K	41	2.90	3.20
Fall	2014	XXXX301	70	2.80	3.17
Spring	2015	XXXX473/XXXX648K	27	3.30	3.20

Dr. Name has advised a total of 16 graduate students, including seven PhD students and five MS students who have graduated from this group. He has also mentored 12 postdoctoral researchers, including six postdoctoral fellows currently supported in this group. Dr. Name has advised 19 undergraduate students.

### Service

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Dr. Name has served on a range of significant Department and College committees, including multiple faculty search committees and the graduate admissions committee at the Department level, and as a member of a faculty search committee and the XXXXXX

Council at the College level. At the University level he serves as co-founder and steering committee member for the campus Center for Research in XXXXXX. He has served his research community as a forum co-organizer at an international conference on XXXXXX.

**Overall Assessment**

Based in his metrics and reviewer feedback, Dr. Name has achieved national and international recognition as a leader in the field of XXXX development with a robust publication pipeline. He has a history of securing significant funding to support his research program from a variety of competitive sources. He has contributed to curriculum development in his department, and has provided service within the campus and external research communities. The Campus APT Committee voted to promote Dr. Name to the rank of Professor by a vote of 9 yes and 0 no, with no abstentions.

	Date	Yes	No	Voluntary Abstention	Mandatory Abstention	Absent	Sum
Department	10/27/15	6					6
Chair	10/27/15	1					1
College	12/3/15	7			1		8
Dean	2/5/16	1					1
Campus APT	3/10/16	9					9

**The Candidate, Assistant Professor (Non-Mandatory)**  
**Department of**

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**Education**

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1991 BEng, Department, University of  
1994 MEng, Department, University of  
1998 MA, Department, University of  
2004 PhD, Department, University of

**Professional Experience**

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2004-2006, Project Manager/Postdoctoral Researcher, University of  
2006, Lecturer, University of  
2009-2010, Assistant Professor, School of Studies, University of  
2009-present, Research Associate, State University  
2011-present, Assistant Professor, University of Maryland  
2011-2012, Research Affiliate, Center for Research, University of Maryland

**Research / Scholarship / Creativity**

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***Research & Publications***

The candidate's area of expertise is in the area of scholarly discipline. Integrating social sciences, engineering, and public policy; his/her research focuses on XXX cost efficiencies, service effectiveness, and social equity. The candidate's publications include two chapters, two encyclopedia articles, 27 refereed articles, 38 refereed conference proceedings, 28 refereed abstracts, three refereed posters, one symposium, 12 colloquia, 23 reports / non-refereed monographs, nine other publications, and one website.

***Grant Support & Awards***

The candidate has received a total of \$1,187,002 in grant funding as PI or co-PI.

***Impact***

The candidate has made 47 refereed presentations. S/He has 872 citations per Google Scholar. His/Her h-index is 15.

***Summary of External Letters***

Nine external letters were solicited and eight letters were received. Of the eight external review letters, six were supportive of the candidate's promotion with tenure. For example, Dr. External Reviewer (University of) noted, "Dr. Name is making significant contributions to XXX and XXX practice and scholarship with his/her work in the broad area of understanding the demand and supply for XXXX, with an emphasis on ways to improve the economic efficiency, service effectiveness and social equity of XXXX systems." Dr. External Reviewer (University of) commented, "S/He has developed a strong reputation for his work on XXXX, especially his/her work on XXXX user perceptions of level of service. This work is

original and cutting-edge. His/Her writings on this topic are widely recognized as sophisticated and nuanced, moving the field forward in its understanding of factors that affect the demand for XXXX. The work has had impact not only on scholarly thought, as indicated by the frequent citations to it, but also on the XXXX profession, where s/he is frequently asked to serve as a speaker, adviser, and researcher.”

Two reviewers raised concerns. Dr. External Reviewer (University of) expressed “serious reservations about the qualifications of Professor Name for promotion and tenure.” Dr. External Reviewer argued that the candidate incorrectly measured an independent variable in his/her peer reviewed paper, “Fixed effects panel data analysis of XXX prices, fare, service supply, and service frequency of XXXXX in ten US urbanized areas.” Dr. External Reviewer concluded that “Unfortunately this invalidates the model estimation and results completely. Clearly if my conclusion is correct this paper should not be published without completely redoing the estimation with correctly inferred frequency data.”

The letter from Dr. External Reviewer (University of) is generally supportive of the candidate’s scholarly efforts and the relevance of his/her research area to the field. Though she raises a question of his productivity given the time since being granted a PhD, s/he concludes by noting that “Candidate is comparable” to others that have received tenure. Dr. External Reviewer noted, however, that, “The candidate is a competent scholar. S/He has potential for future contributions, but this depends on what direction his research takes. I was disappointed in his/her statement; s/he ended with vague generalities about continuing to work on sustainable XXXXX from multiple perspectives, and then provides a laundry list of possible topics. There is a risk (particularly given his/her partial appointment in a research center) of moving from topic to topic as issues arise. I would like to know how s/he sees the “big picture” significance of his work, and what he would like to contribute in the next phase of *his/her* career.”

## **Teaching**

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The candidate teaches in the graduate program of XXXX. The candidate’s student teaching evaluations, though improved to some extent over time, are generally below the college mean. The candidate has been an essential and effective participant in the XXXX Graduate Student “XXXXX,” an annual pre-semester teaching experience for entering graduate students.

The candidate has been active as a committee chair and advisor in the PhD program. The scholarly articles he has co-authored with students are viewed as an indicator of successful teaching in the PhD program. He has also been a strong mentor and advisor to graduate students in the Master’s program.



Semester	Year	Course	N	Instructor Rating	College Mean
Spring	2011	XXXX631	15	2.63	3.23
Fall	2011	XXXX 612	15	2.96	3.30
Fall	2011	XXXX 688N	8	2.98	3.30
Spring	2012	XXXX 631	11	3.29	3.32
Fall	2012	XXXX 688I	7	2.86	3.35
Fall	2012	UXXXX 688N	4	3.35	3.35
Fall	2012	XXXX 689G	6	3.23	3.35
Spring	2013	XXXX 631	12	3.05	3.33
Spring	2014	XXXX 631	7	3.15	3.19
Fall	2014	XXXX 688N	9	2.91	3.29
Spring	2015	XXXX 631	5	3.08	3.14

### Service

Dr. has provided service to his unit by serving on program committees, and served the School through his committee work. In terms of his serviced to the profession, Dr. has served as a referee for journal articles and research proposals, and participated in conference organizing and advisory committees. S/He has served as a referee for six leading journals in transportation.

### Overall Assessment

The Campus APT Committee was split on this case with 4 Yes and 5 No votes. The APT Committee's first discussion of this case identified several concerns regarding Dr. 's research and teaching. The meeting with representatives from the College/School alleviated some but not all of the committee's concerns regarding the quality of Dr. 's teaching. In addition, the APT Committee remained concerned that the critical methodological concern raised by External Reviewer Y was not satisfactorily addressed. In particular, the APT Committee remained concerned that, although the paper to which External Reviewer Y's letter refers had been peer-reviewed, the specific issue of incorrect data analysis by Dr. remained unaddressed by the College/School.

	Date	Yes	No	Voluntary Abstention	Mandatory Abstention	Absent	Sum
College	11/18/15	13	2			1	16
Dean	12/7/15	1					1
Campus APT	3/1/16	4	5				9

**Name, Assistant Professor  
Department of**

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**Education**

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1998 BS, Discipline, University  
2000 MPH, Discipline, University  
2007 PhD, Discipline, University

**Professional Experience**

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2007-2009, Assistant Professor, University  
2009-present, Assistant Professor, University of Maryland  
2010-present, Faculty Associate,  
2013-present, Affiliate Faculty, Department of Name, University of Maryland

**Research / Scholarship / Creativity**

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***Research & Publications***

After two years as Assistant Professor at the University Y, Dr. Name began his/her appointment in 2009 as Assistant Professor at UMD in the Department of Name. Dr. Name's focus has been mainly on description, and more recently, on issues related to description.

S/he has published one book chapter and 19 refereed articles (16 after arriving at UMD). Among these 16, s/he was lead author on eight, and on four others, s/he either made substantial contributions as a collaborator or as a graduate advisor. Five of the 16 were coauthored with his/her former advisors/mentors. Half (eight) of her UMD articles were published in 2014.

***Grant Support & Awards***

Prior to coming to UMD, Dr. Name obtained two small grants totaling \$22K, and was Co-Investigator on a large \$2.5M grant, of which 10% was indicated as his/her portion. After coming to UMD, s/he obtained three grants as PI totaling \$44K. S/he was also Co-PI on one grant where his/her portion was \$47K and was Co-Investigator on a grant where his/her portion was \$66K. The last of these grants was completed in May 2014. At the time s/he submitted his/her dossier s/he had one proposal pending (as PI for \$346K), which was not funded.

Dr. Name has given 19 invited talks (16 since coming to UMD). Most of the talks since coming to UMD have been at various institutions and organizations in the greater DC area, although her venues have also included Names of other educational institutions and relevant organizations.

### ***Impact***

Dr. Name's work has been cited 147 times (according to ISI) and s/he has an h-index of 7. S/he was recently recognized as the 2014 recipient of the Young Professional Award from the Organization's Name.

### **Teaching**

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Dr. Name has developed and then taught four courses at UMD (Course numbers). Although enrollment in his/her courses is generally low, his/her student evaluations are almost always above the college mean and the quality of his/her teaching is confirmed in positive peer evaluations.

Year	Semester	Course	Enrollment	Instructor Rating	College Mean
2009	Fall		4	4.28	*
2010	Spring		3	4.28	*
2010	Fall		6	3.27	3.28
2011	Spring		2	4.25	*
2011	Fall		7	2.77	3.07
2012	Fall		7	3.29	3.08
2013	Spring		4	4.46	*
2014	Spring		3	4.29	*
2014	Spring		7	3.60	3.39

\* Enrollment too low for university evaluation system; thus, student evaluations scored 1-5, and college means not provided.

Dr. Name has advised 13 Masters students (four current) and is currently advising four doctoral students. S/he has also served on the committees of several other doctoral students. Evaluations at lower levels uniformly recognize the strength of Dr. Name's teaching.

### ***Summary of External Letters***

The external reviewers gave a mixed assessment of Dr. Name's dossier and even the most positive did not appear to be enthusiastic. Prof. Name (University of Washington) thought that "Quote from external evaluator" and further stated that "quote from external evaluator." Prof. Name (Univ. of Pittsburgh) similarly thought that "quote from external evaluator." Prof. Name (Univ. of North Carolina) viewed Dr. Name's level of productivity as being "Quote from external evaluator." (As a note, Dean Name indicated that Dr. Name's teaching load would be considered to be light.) Others of the reviewers raised concerns regarding his/her publication record, the low documented impact of his/her work and her relatively low level of funding. Prof. Name (UCLA) stated "Quote from external evaluator," but that

overall s/he felt “Quote from external evaluator.” Prof. Name (Univ. of South Florida) more critically summarized that “Quote from external evaluator” Prof. Name (Univ. of Iowa) similarly concluded that “Quote from external evaluator.”

**Service**

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Dr. Name has been actively involved in reviewing activities for a number of professional journals and has served on program and coordinating committees for several professional societies and meetings. On campus, s/he has served on numerous departmental committees including three search committees. S/he has also provided service by serving on committees both for the School of Public Health and also at the Campus level, where s/he has been a Faculty judge during several student poster events.

**Overall Assessment**

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The department APT committee unanimously endorsed Dr. Name (via a non-secret polling by show of hands), and the department chair also supported the case. The college committee supported the case, but with a split vote of 5/2. Although there appeared to be considerable discussion related to publications and impact of his/her research, the main concern of the college committee appeared to be the level of the candidate’s funding and how that fit with the departmental APT guidelines. The dean does not support promotion of this candidate. Although the dean affirms the significance of Dr. Name’s work, s/he nevertheless cites issues concerning research impact, funding, lackluster reviews by external evaluators and questions of scholarly independence.

The Campus APT Committee had similar concerns as those raised at the lower levels, which remained after a visit from representatives from those levels. Dr. Name’s lack of success in obtaining external funding seemed problematic, but the committee was particularly concerned by the lack of strong endorsements by the external reviewers. While the area in which Dr. Name works was recognized by the reviewers as being important, there was little or no enthusiastic recognition of his/her particular contributions in advancing the field. The Campus APT Committee therefore concluded that the quality of Dr. Name’s scholarship did not meet the criteria to merit promotion and tenure, which was demonstrated in their vote of 1 yes, 7 no, with 1 mandatory abstention.

	Date	Yes	No	Voluntary Abstention	Mandatory Abstention	Absent	Sum
Department	11/3/14	5				1	6

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Chair	11/24/14	1				1
College	12/4/14	5	2		1	8
Dean	1/21/15		1			1
Campus APT	3/3/15	1	7		1	9