

**UTAH STATE UNIVERSITY**  
**DEPARTMENT OF KINESIOLOGY & HEALTH SCIENCE**  
Notice of Intent to File a Labor Condition Application to Employ  
An Alien H-1B Temporary Worker at Utah State University

Utah State University Department of Kinesiology & Health Science 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 14, 2020 through August 13, 2023. The salary is \$ 67,251 per academic year.

Primary responsibilities include, but are not limited to:

**Research or Creative Endeavors: 55%**

**Teaching: 40%**

**Service: 5%**

**Research or Creative Endeavors (Relative weight = 55%)**

Research or creative endeavors encompass a wide variety of scholarly activities that lead to the advancement of knowledge. Research or creative activities represent the major emphasis of the faculty role statement; therefore, they are expected to perform with excellence in this domain in order to be tenured and promoted to Associate Professor. Specifically, they are expected to develop a high-quality program of research or scholarship that is consistently productive, self-sustaining, and nationally recognized for excellence.

The following elements are commonly associated with success in research/creative endeavors:

- Steady and consistent record of research or creative endeavors supporting 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 success in competition for extramural funding.
- We expect programs of research or creative endeavors should be of a quality that are sustainable over time. We expect faculty to demonstrate they can acquire the resources necessary to sustain a productive program of research or creative endeavors (e.g., external funding; graduate or undergraduate students; travel support; or whatever is required to sustain their program of research or creative endeavors).
- Advancement within field of inquiry owing to their scholarly activity. Peers will judge their research or creative works for innovation, scientific rigor, and contribution of new knowledge. One indicator is the reputation and stature of the academic and scientific venues chosen as outlets for their works.
- Positive professional reputation based on their scholarly activity. There should be a focused and coherent theme in the body of their research or creative works that establishes their professional reputation and expertise. They should be able to clearly articulate this theme, and it should be echoed by their peers when describing their works and expertise.
- We recognize and value the unique contributions of faculty from different disciplines in collaborative research and development projects. They must clearly describe and

document how their work contributes to the activities of the project (e.g., coauthorship of proposals and articles, peer-reviewed curriculum materials).

- We expect that over time they will be a major contributor or leader for the published products emerging from their program of research, scholarship, and creative activities and the funding by which it is supported.
- We recognize that patents documenting scientific discoveries and inventions and rigorously evaluated training curricula and computer software are valid indicators of productivity emerging from their program of research or creative endeavors.

### **Teaching (Relative weight = 40%)**

Teaching is a major university function, and USU takes very seriously its commitment to teaching. Teaching is included as part of the Assistant Professor role at USU; therefore, they are expected to perform with effectiveness in this domain in order to be tenured and promoted to Associate Professor. Their specific teaching assignment will be determined each year by the department head and will reflect the academic needs of the department combined with their areas of expertise.

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

The following elements are commonly associated with success in teaching:

- Steady and consistent record of teaching activity. Documentation supporting teaching activity is described in USU Faculty Code 405.2.2(1), and is generally outlined within the template for presenting promotion and tenure documentation.
  - a. We expect systematic and repeated peer evaluations of their classroom performance throughout their probationary period. We also expect evidence of their response to these peer evaluations and documentation of changes to their instruction that they have made as a result of such feedback.
- Assessment of teaching activity. Systematic and repeated evaluation of their classroom effectiveness is required from students and peers. Documentation is expected of their response to these evaluations, and of changes to their instruction that they made as a result of such feedback.
  - a. Student evaluations are required of each course and section every semester. Positive student evaluations of their classroom performance attest to their ability to create an environment that invites student learning. Improvement in their student evaluations is expected as they gain experience, and university colleagues will look for patterns of consistency in their student evaluations. A successful profile will reflect either ongoing improvement in teaching or consistently high levels of performance. Significant fluctuations in student evaluations from semester-to-semester will require an explanation.
- Continued development of teaching skills. Efforts to develop teaching skills, and to keep current on content in the field, bear out a dedication to high-quality teaching. Such efforts include attending training workshops on pedagogy and seminars that provide updates to current knowledge and trends in their discipline.
- Engagement with student learning outside the classroom. This may take many different forms such as involving students in their scholarly activities, supervising independent

study, advising student organizations, or consulting with students regarding their evolving careers.

- Participation in development of curricula. A department's academic program is ever changing, and they are expected to participate in curriculum development in a substantive and collegial manner. This includes development of their assigned courses in a fashion consistent with program learning objectives.
- A positive professional reputation based on their teaching activity. They should be able to articulate a philosophy of teaching that communicates their approach to instruction and describes their primary goals as a teacher, advisor and mentor. This philosophy should be recognized from the body of work arising from their teaching activity, and it should be echoed by their peers when describing their teaching.
- Where appropriate, ability to attract graduate students and to mentor them to the successful completion of their degree and publication of their research. This is generally expected for those having a research appointment, and is preferred in units offering a graduate degree in their area of expertise.

### **Service (Relative weight = 5%)**

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 their academic profession. Service represents an important component of their 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 they have been assigned in this domain.

In judging their efforts in the service domain, Utah State University colleagues will look for evidence of their 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:

- 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 to regional or national professional societies and organizations in their 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 an agency or professional organization.
- Service as a consultant to local, regional, national or international organizations and agencies.
- Service on behalf of the outreach mission of Utah State University through public speaking and/or information dissemination involving their professional expertise.
- Service on local, regional, national or international advisory or governing boards that reflect their 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: 5/4/20 to 5/19/20

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

Dated this 4th day of May, 2020

Signed: *Cedric Bressel*

Department: Kinesiology and Health Science