# Research/Scholarly activities:

* Dr. Nghiem has established a productive and impactful research program centered on the learning and control foundation of intelligent cyber-physical systems through synergistic integration of machine learning, control, and optimization. His recent contributions and future research in physics-informed machine learning, supported by several grants, are of significant interest to the research community in his field.
* Dr. Nghiem is a recipient of the NSF CAREER award and the NSF ERI award, both prestigious awards from the NSF in support of early-career faculty, which are affirmations of his past achievements and his promising potential for future contributions to research and education.
* For an early-career faculty member, the scholarship and productivity of Dr. Nghiem’s research is noteworthy. Since assuming his assistant professor position, he has published 29 papers, including six journal articles and 23 refereed conference/workshop papers, in highly reputable venues in his field, with four additional journal manuscripts currently under review. The quality of his works has earned him a Best Paper Award at the prestigious International Conference on Cyber-Physical Systems (ICCPS) and a Best Presentation Award.
* He has also demonstrated leadership in scholarship. For example, he recently led 12 co-authors to publish the first survey paper on physics-informed machine learning for modeling and control of dynamical systems, which has the potential to be highly cited. He is the lead author or one of the lead authors on 42% of his papers, and the senior/supervising author on 33% of his papers.
* A clear measure of success and productivity for a leading scholar is the ability to secure extramural funding. Dr. Nghiem has demonstrated strong grantsmanship by obtaining external funding approaching $11.05M as PI and Co-PI, with $2.57M under his direct management. These numbers are impressive for a faculty member in his field and his position. I am also pleased to see that his funding came from a variety of federal funding agencies (NSF, Army Research Lab), industry, and professional organizations, which indicates the breadth of his research and funding effort.
* Furthermore, his significant leadership in securing grant funding is evident through his lead PI role in six out of ten extramural grants he has acquired since becoming an assistant professor.
* Since joining NAU, he has submitted 39 proposals, out of which 14 were funded and two are pending. Impressively, his success rates of 33.3% for NSF proposals and 37.8% overall reflect the solid and consistent quality of his funding proposals.
* Dr. Nghiem has shown a consistent and noteworthy growth in scholarly productivity and success. His publication record and extramural funding accomplishments, especially in the last two years, position him as an independent and productive researcher with a well-funded research agenda.

# Teaching/Student-related activities:

* Dr. Nghiem's dedication to fostering excellence in teaching and student mentorship is evident through his consistent efforts.
* His significant contributions include the development or complete re-design of four courses in control and autonomous systems. Notably, these courses prioritize experiential learning by incorporating hands-on components such as self-balancing robots and autonomous race cars, which can equip students with practical skills and valuable learning experiences. These efforts have demonstrated his dedication to engineering education.
* Dr. Nghiem has taught 10 undergraduate and graduate course sections and mentored four undergraduate students and 11 graduate students in independent study and research courses. His classes, despite being challenging, have been well received by the students, with commendable student ratings and positive student feedback, which underscores his commitment to delivering quality education.
* Dr. Nghiem's impact extends to student mentorship, where he has mentored or been mentoring 12 graduate students, 10 undergraduate research students, and 10 Capstone project teams involving 34 students.
* Dr. Nghiem has substantially involved his research students in publications. He is to be commended for mentoring his graduate students as lead authors on seven of the two journal papers and six conference papers he has published with his graduate students. Furthermore, a conference paper authored with undergraduate students showcases his inclusive approach to research mentorship.
* His success in student mentorship is reaffirmed by the awards that his students have received, including a best presentation award and several Presidential Fellowships of Northern Arizona University.

# Service activities:

* Dr. Nghiem has been actively engaged in a variety of professional service activities, including reviewing many manuscripts for prominent journals and conferences in his field, reviewing grant proposals in four NSF panels, chairing several sessions at premier conferences, organizing a well-received tutorial conference session, and serving on several technical program committees of conferences.
* In terms of institutional service, Dr. Nghiem's commitment has been notable. He has contributed to impactful committees, including faculty search committees, his school’s Annual Review Committee/Faculty Status Committee, and University Graduate Committee. His involvement in his school’s academic integrity committee and Electrical Engineering undergraduate and graduate curriculum committees as both member and chair showcases his dedication to academic excellence. Additionally, he has been the Assistant Chair of Electrical Engineering at his school since 2022, in which role he has contributed tremendously to improving the Electrical Engineering programs.
* These activities exemplify Dr. Nghiem’s dedication to his profession and his institution, which, in my assessment, has gone well beyond the typical expectations for an assistant professor's service allocation.

# Conclusion / Recommendation:

* In summary, Dr. Nghiem has established a well-balanced and robust portfolio encompassing research, teaching, and service. His effective teaching and mentorship have contributed significantly to the improvement of academic programs and academic excellence at his institution. His research program showcases consistent growth and impact, as evident from his publication record and success in securing extramural funding. Dr. Nghiem's active engagement in numerous impactful service activities underlines his dedication to his profession and the institution. Considering these accomplishments in line with the SICCS criteria for tenure and promotion, I confidently recommend Dr. Nghiem for tenure and promotion to associate professor. His sustained contributions, dedication, and achievements reflect his value to both the academic community and his institution.