

# Faculty Promotion and Tenure Plan

## Electrical Engineering and Computer Science

Approved by the EECS Faculty on April 17, 2013

### 1 Promotion and Tenure

EECS will follow the School of Engineering Rules and Regulations on Promotion and Tenure agreed to on April 30, 2012. In addition, EECS establishes the following department criteria.

The following criteria are exemplar and not definitive.

The EECS Department conducts an annual evaluation for all Regular Faculty as described in Section 3 of the EECS Faculty Evaluation and Promotion and Tenure Plan. Untenured Regular Faculty are reviewed in the fall as described in Section 3 of the EECS Faculty Evaluation and Promotion and Tenure Plan. Each untenured Regular Faculty member has a senior faculty member as a mentor for day-to-day guidance and advice.

When considering Regular Faculty for Promotion and Tenure, The Department of Electrical Engineering and Computer Science considers the following:

- (1) Does the candidate teach well at the undergraduate and graduate level?
- (2) Has the candidate conducted and organize a research program including graduate students?
- (3) Has the candidate provide service to the university and the discipline?
- (4) Is the candidate's work recognized outside the university?
- (5) Has the candidate contributed to the overall success of the department?

#### 1.1 Criteria for Promotion and Tenure to Associate Professor

For promotion and tenure to Associate Professor, the department expects that the candidate is an effective classroom teacher and student advisor, that they have established a productive, sustainable research program, and demonstrated service to the Department, School, University or the profession at large.

**Teaching:** Candidates for promotion are expected to have demonstrated effective teaching at undergraduate and graduate levels and advising undergraduate and graduate students. Effective teaching can be demonstrated in multiple ways. Evidence of mentoring of post-doctoral research associates will also be considered, but is not required.

**Scholarship:** It is the department's expectation that the candidate should have developed a mature, productive and sustainable research program. Such programs exhibit a mix of the following characteristics:

1. The candidate has mentored students in their research area and students have completed graduate degrees.
2. The candidate has multiple scholarly publications in the area, generally with students and as lead or mentoring author. The significance of author order is determined by each discipline.
3. The candidate has secured research support.
4. The candidate's work is recognized as a contribution to the discipline.

The evaluation of research and scholarship is based on publishing customs in Electrical Engineering, Computer Engineering, and Computer Science.

**Service:** Candidates for promotion are expected to demonstrate service to the University and the profession at large.

## **1.2 Criteria for Promotion to Professor**

An Associate Professor in EECS considered for promotion to Professor has demonstrated leadership roles in the department, the school, the University, the research community, and/or the nation. The candidate must continue to meet the criteria of the department described above.

**Teaching:** Candidates for promotion to Professor should demonstrate a sustained commitment to teaching, innovation in the classroom and curricula, advising undergraduate and graduate students, and leadership in developing the department and its curricula.

**Scholarship:** Candidates for promotion to Professor should demonstrate a sustained commitment to research and the education and development of graduate students. They have established a scholarly publication record in conferences and journals appropriate to their field of research. They have established themselves as leaders in their area of expertise. They have led collaborative research efforts and developed new areas of scholarly research. They have expanded their interests and expertise through sabbaticals and collaborations. They have secured funding as a principal investigator.

**Service:** Candidates for promotion to Professor have demonstrated sustained commitment to service in the department, the school, the University, the research community, and/or the nation. Typical activities are to take leadership roles on service committees including editorial boards, conferences, review panels, task forces or workshop panels, or serving at a federal or international agency.