

DEPARTMENT OF ELECTRICAL ENGINEERING RETENTION, TENURE AND
PROMOTION DOCUMENT
March 19, 1997

Mission and Goals of the Electrical Engineering Department

The mission and goals of the Electrical Engineering Department are to provide an inspiring and enriching educational and professional environment to the students, faculty and staff. It will provide students solid foundation in electrical engineering. It will also provide engineering and scientific tools to enable them to specialize and excel in rapidly evolving disciplines in electrical engineering. Continuing enhancement of climate to promote and sustain scholarly and creative activities is an essential part in achieving these goals.

RTP Process and Criteria

The Department of Electrical Engineering shall elect annually a committee, called Department of Electrical Engineering Retention, Tenure and Promotion (RTP) Committee, consisting of 3 tenured faculty members to evaluate the faculty member undergoing RTP process. The Department of EE RTP Committee shall comply with the current university and college RTP criteria and documents, Policy Statement 96-12 (CSULB Policy on Retention, Tenure and Promotion) and COE Policy on Retention, Tenure and Promotion, which are integral parts of this document. Specifically, the committee shall form judgment related to teaching effectiveness, professional currency and professional service relevant to the field of Electrical Engineering in general and faculty's specific expertise within the field of EE. In particular, the evaluation of teaching effectiveness shall include student evaluations in all courses taught, selected classroom visitation, review of grading practices, teaching methods, use of modern technology to assist student's learning and other relevant information. In addition to the courses in his/her own expertise, the faculty must be willing to teach any of the 200 and 300 level courses in the event that it becomes necessary (which is determined by the chair). The scholarly and creative activities are evaluated based on the engagement in research and development, authorship of technical articles, books and grant proposals and involvement in activities of professional and technical organizations (Essential Criteria, Policy Statement 96-12, IIIA2). A reasonable number of refereed publications in recognized journals and conferences, awarded grants (applied through CSULB) and editorship of journals are considered clear evidences of satisfying the enhanced criteria as described in Policy Statement 96-12, IIIA2. Positive attitude and interpersonal skills of the faculty member being evaluated that affect operation of the department as a team, constitute an important part of consideration in the RTP process. The faculty member being evaluated shall be an actively contributing team member in fulfilling the mission and goals of the department.

Approved on 4/23/97 by the majority vote of the EE T/TT faculty

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