

Retention, Promotion, and Tenure Elaborations

Computer Science Department

1999-Current

These elaborations of the criteria for retention, promotion, and tenure become effective after their approval by the University RPT Committee for faculty hired into the Computer Science department.

The elaborations below are intended to clarify and extend the general University RPT criteria relating to teaching, service, and research/creative/scholarly activity. They are intended to guide new faculty with respect to the expectations of the CS department, and to guide the RPT review entities in their professional evaluation of such new faculty.

Teaching: The Computer Science department recognizes that while student evaluations of teaching provide valuable feedback to teachers concerning their effectiveness in the classroom, they can not and should not be used as primary criteria for judging effectiveness. Therefore, we expect each faculty member to develop a portfolio of material in evidence of their effectiveness as a teacher. The material contained in the portfolio may include sample syllabi, written peer evaluations from other faculty visiting their classes, student evaluations of teaching, handouts and other material provided to students, or written statements of teaching philosophy, goals, and strategies. It may also contain information about faculty development efforts such as participation in workshops and tutorials relevant to teaching methods, techniques, and pedagogy. Specific selection of material required for inclusion in the portfolio will be done in consultation with the department RPT committee. Faculty may include whatever additional material they deem appropriate for the portfolio.

Service: For the purposes of RPT, service will be considered to include any activities which may be considered valuable in the furtherance of the goals of, or of benefit to, the Department, the College, the University, the CSU, the Profession, or the Community (whether local, regional, or beyond). The faculty member will be expected to provide an explanation of the significance and value of their service contributions.

Research/Creative/Scholarly Activities: Because computer science is a relatively young and rapidly changing discipline, this criterion will be construed in a general fashion. As in the category of service, the faculty member will be expected to provide an explanation of the significance and value of these activities. These activities may include, but are not limited to, traditional research projects leading to scholarly articles and/or conference presentations, other publications such as textbooks or other books, CD-ROM

releases of material, summary or expository articles, software development (particularly software publicly released for general use), public lectures or presentations (including web-based material), curriculum development, and professional development through involvement in such activities as seminars, workshops and conferences. The order of items on this list will not be interpreted as indicating relative merit. It will be expected that new faculty will develop an overall plan for this work in consultation with the Department RPT Committee. The plan will be consistent with the goals, background, interests, and abilities of the faculty member and the needs of students and the Department.