4. Categories of Performance and Criteria: It must be recognized that the contributions and faculty members at the time of evaluation.

3. Criteria to Reflect Mission and Rank: The criteria employed by the Department Head Review.

2. Evaluation of Categories of Performance: As a part of the annual review process, the

1. The TAMU Rule on Post Tenure Review is not intended to address those situations, covered by specific TAMU policies and may result in immediate action by the Department Head. The overriding goal of the Implementation Procedure of Texas A&M University’s rule on Post Tenure Review in the College of Engineering shall be the determination of those Faculty

Faculty Annual Review Criteria and Procedures for Post Tenure Review
Department of Electrical & Computer Engineering
Providing service to the department, college or university.

Service:

- Disseminating newly discovered knowledge in the discipline.
- Actively directing graduate student research.
- Engaging in Electrical and Computer Engineering.
- Actively pursuing a sound research program in Electrical and Computer Engineering.

Research:

- Demonstrating competence in all aspects of the learning process.
- By the students.
- Achieving a learning environment conducive to the assimilation of knowledge.
- Practice in Electrical and Computer Engineering.
- Offering rigorous, academically sound courses reflective of the state of the art.

Teaching:

- Qualify.
- Evaluating faculty members. In every measure, the highest criterion shall be that of
  excellence. The criterion is not definitive, exemplary criteria for some measures which may be used in
  evaluation are:
  - Electrical and Computer Engineering: Have many measures of success. Following are
    Teaching, Research, and Service, each component of the mission of the Department of
  - Electrical, Research, and Service, each component of the mission of the Department of

"Unacceptable," for the purposes of Post Tenure Review.

"Unacceptable" shall mean that satisfactory performance shall be judged to be
Department Head, then that faculty member's performance shall be judged to be
satisfactory for the purpose of Post Tenure Review. If a faculty member's performance is unsatisfactory for the purpose of
satisfactory performance. Alternatively, the Faculty, or in lieu of "unacceptable," all tenured faculty within the
department of Electrical and Computer Engineering shall be deemed to be either in the
for the purpose of Post Tenure Review, the performance of the faculty members of the

form.

Moreover, this application of effort shall be substantial and chronic in
and service. Moreover, this application of effort shall be substantial and chronic in
and service. Moreover, this application of effort shall be substantial and chronic in

Qualified shall be hallmarks of good faculty.

Efforts on the part of the faculty member. Perseverance of effort and a continuous quest for

Even within an active, well motivated faculty, these may come the extremely uncommon

The faculty and the Department Head should take note there is now a distinction to be made between an annual review in which some unsatisfactory aspects of performance are

made to the Dean's Office for the purpose of Post Tenure Review. The tenure and promotion committee, therefore, will be no "unacceptable" recommendation unless the performance of the faculty member falls below the acceptable standard. In the event the Department Head determines in instances of "unacceptable" performance, the Department Head shall provide, in a timely fashion, to the appropriate Review, the tenure and promotion committee to the department of Electrical and Computer Engineering and the faculty member's performance. The Review of the "unacceptable" performance: Only in the event the Department Head

6. Review of "Unacceptable" Performance: Based on the departmental criteria as stated above, should the Department Head conclude from a preponderance of evidence that the

5. Review of "Unacceptable" Performance: Based on the departmental criteria as stated above, including but not limited to:

- Providing service to national or international organizations or to professional societies.
- Providing service to the State of Texas or to Industry.
Department of Electrical & Computer Engineering

Date 7/11/11

The document was approved by the Dean of the Department of Electrical & Computer Engineering, the Chair of the Faculty, and the Head.

The document was approved by the Dean of the Department of Electrical & Computer Engineering, the Chair of the Faculty, and the Head of the Department.

Any member of the faculty or the Department Head and the Dean may propose changes to this document. Changes to the approved document will be submitted to the Department Head and the Dean for their respective approvals. Changes to the approved document will be submitted to the Department Head and the Dean for their respective approvals. Changes to the approved document will be submitted to the Department Head and the Dean for their respective approvals.

7. Revisions to the document shall be submitted for approval to the Dean of the Department of Electrical & Computer Engineering, the Chair of the Faculty, and the Head of the Department. Changes to the approved document shall be submitted for approval to the Dean of the Department of Electrical & Computer Engineering, the Chair of the Faculty, and the Head of the Department. Changes to the approved document shall be submitted for approval to the Dean of the Department of Electrical & Computer Engineering, the Chair of the Faculty, and the Head of the Department. Changes to the approved document shall be submitted for approval to the Dean of the Department of Electrical & Computer Engineering, the Chair of the Faculty, and the Head of the Department.