College of Engineering Advisory Committee Meeting

May 1, 2013

Minutes

1. Attendees
M. Crimp (CHEMS), F. Salem (ECE), D. Reinhold (BAE), M. Gaustad (Grad), A. Esfahanian (CSE), F. Jaberi (ME), P. Mantha (CEE), L. Kempel (Acting Dean)

2. Discussion of Promotion and Tenure Process – Acting Dean Kempel and Prof. Rothwell
   - Rothwell provided feedback on the P & T process
   - Concerns were raised about the rating process outlined by the procedures.
     - Inconsistencies between department and college recommendations
     - No specific dictum of how department P & T committees are composed.
     - Confusion arises with how the Bylaws dictate how the ratings should be carried out, specifically how “average” is defined. Bylaws currently define that average means the average of someone who is successful in the action across the discipline.
     - Concerns about how the rating correlates to the final votes of the P & T committees. Typically, there are not positive results for people rated below average, especially in research.
     - Department ratings tend to be much higher than the rating that come out of the CoE P & T committee.
   - Discussion ensued.

3. Approval of April 17, 2013 minutes
   Minutes were approved without amendment.

4. Acting Dean's Comments
   Kempel thanked ECAC members for their service over the past year.

Respectfully submitted
Martin Crimp, Secretary, Engineering College Advisory Committee