

## CSE Review standards

In evaluating research output, our normative expectation for normal merits is a consistent (year-over-year) presence at the top venues. Since not all papers can be accepted in top-tier conferences, it is common to see 2-3 papers a year, with perhaps only 1 in the top venues. Of course, all publications at any of these venues go through a full refereeing process. It is also important to note that in most fields of computer science the most important venues (most competitive, most carefully reviewed, definitely most visible) are usually conferences, rather than journals. An exceptional record in research (e.g., worthy of acceleration) can be reflected in one of two ways: either an especially prolific output of prestigious scholarly publications during the review period (quantity), such as doubling the normative standard in the top venues, or other measures of impact that elevate the visibility of the faculty member and the department as a whole (quality). In considering measures of impact, one can consider best-paper awards, or a number of academic citations such as on Google Scholar, and related metrics such as the h-index. The adoption of technologies or ideas in industry is also important evidence of impact. Finally, in promotion cases, the best judges of impact are often the external referees who can speak to the actual impact of the work in the field and the stature of the faculty member in the research community. Lastly, it also needs to be pointed out that it is not the culture in computer science to include someone as an author on a paper unless they contributed significantly to the project, typically both in the development of the ideas and the execution/oversight of the research -- we do not generally give author credit just for being the advisor of a student, for contributing equipment for experiments, etc. We will make every effort to point out exceptions to this rule when we observe them.

For above-scale cases, the academic record must attest to distinguished career-wide performance. In many cases, this performance will be recognized by highly selective and prestigious awards at some point during the career, within the sub-field or Special Interest Group (SIG), election as fellows in societies such as ACM/IEEE, or recognition as program or general chair of major conferences in the area. However, this is not strictly required, and our main criterion is strong international recognition, confirmed by external letters from leaders in the field.