

Tenure and Promotion Criteria—Department of Mathematics and Statistics

Approved by the department 9/26/14

The Department of Mathematics and Statistics standards for tenure and promotion are consistent with the University-wide criteria. This statement is a more precise definition of the department's interpretation of the broader criteria. Candidates should seek the guidance of the Chair of the department, Dean of the College, and senior faculty to determine the appropriateness of any activity or product that may be used to support a petition for either tenure or promotion.

Tenure

Tenure is awarded to the candidate who has demonstrated (1) excellence in teaching, (2) commitment to discipline-related, University and community service, and (3) progress toward a program of research. By granting tenure, the department, College, and University judge the candidate to be academically strong, professionally committed, and personally responsible to meet the rigors of intellectual leadership. Generally, the candidate is eligible to petition for tenure during the sixth year of full-time employment in the department. However, under unusual circumstances as determined by the Dean of the College of Arts and Sciences, a candidate may petition early, or may enter the department with tenure or negotiated years towards tenure. The criteria for tenure are:

- A terminal degree in Mathematics, Mathematics Education, Statistics, or a related field (when agreed upon by the department and the Dean at the time of hiring, the designation FSA (Fellow of the Society of Actuaries) may be considered a terminal degree for the purposes of awarding tenure or granting promotion)
- A probationary period of up to 6 years
- Excellence in teaching as demonstrated by a record which includes at minimum a generally positive opinion by qualified students in the final 2-3 years of the probationary period as measured by devices which include department and College student perception forms. Other evidence of effective teaching could include, but is not limited to, consistently positive peer and/or chair evaluations of teaching, effective student advising, successful direction of independent study or Capstone students, and development and implementation of new teaching methods, courses, or programs.
- One publication that has been refereed by external reviewers, and published or accepted for publication in an academic journal or other academic product such as a research-based book or textbook, including electronic formats.
- A record of scholarship must be demonstrated; examples of scholarly research or creative activities may include, but are not limited to, any combination of presentations at professional meetings, in-service workshops, publications in non-refereed journals, attendance at conferences, workshops, and/or courses which enhance professional

development; passing professional examinations; grant writing and the receipt of grants; directing student research projects; collaboration on interdisciplinary endeavors; and evidence of scholarship and research associated with University sabbatical programs.

- A demonstrated commitment to service that includes some combination of service to the University, discipline, and/or community. Examples of service to the University and discipline include, but are not limited to, contributions to departmental, College, and University committees; service as a faculty advisor to a student organization; and service on boards or as an officer of a professional organization. Service to the community includes those beneficial activities that depend upon the professional expertise of the individual faculty member. Examples of service to the community include, but are not limited to, presentations related to the profession given to community or school groups; and service on boards or as an officer in those organizations requiring the individual's professional expertise.

Promotion

The minimum requirements for promotion are:

Assistant Professor rank

- Appropriate degree and qualifications.
- On a tenure-track appointment.

Associate Professor rank

- A minimum of 6 years of full-time teaching at the university level, the last four of which must have been at the rank of Assistant Professor.
- A record of success in teaching, research, and service as defined above for tenure.

Professor rank

- A minimum of 10 years of full-time university-level teaching, four of which must have been at the Associate Professor rank.
- Continued excellent teaching as defined above.
- Research and publication which demonstrates a sustained pattern of products which may include, but is not limited to, any combination of refereed or non-refereed papers, articles, academic presentations, academic books, sabbatical products approved by the department, teaching resources, student research, and collaborative works with other scholars.

- Service to the department, College, University, the discipline and/or community as defined above, that require the individual's professional expertise. This may include holding offices of leadership in local, regional, national, or community, professional, or academic organizations.