

EXPECTATIONS FOR ACADEMIC ADVANCEMENT
DEPARTMENT OF MATHEMATICS

Adopted by Faculty September 21, 2011

Given below are the levels of performance expected (A) at the time of the third-year review, (B) for recommendation for tenure and/or promotion to associate professor, and (C) for recommendation for promotion to full professor. Inasmuch as each person's career path is somewhat different, the weighting of expectations may vary with each candidate.

A. THIRD YEAR REVIEW

1. Teaching well as demonstrated through peer faculty evaluation and through student teaching evaluations.
2. Evidence of a strong research program in place, beyond the thesis, as demonstrated by quality of publications and preprints. The candidate will be expected to apply for external research support.
3. Presentations of research at national and international meetings.
4. Participation at departmental seminars.

The department shall reserve the option to ask for outside letters to assess the candidate's research progress.

B. TENURE AND/OR PROMOTION TO ASSOCIATE PROFESSOR:

1. Teaching effectively at all levels as demonstrated through peer faculty evaluation and through student teaching evaluations.
2. Evidence of a sustained, strong, independent research program in place, as demonstrated by quality of publications. The candidate will be expected to apply for external research support. Outside reviewers will be asked to evaluate the quality of the candidate's research.
3. Continue to present research results at national and international meetings.
4. Evidence of involvement in graduate education.
5. Contributions to departmental and/or campus-wide committees. The department's policy is to keep service obligations of pre-tenured faculty relatively light.

C. PROMOTION TO FULL PROFESSOR

1. Continue to meet the criteria and expectations 1-3 that gained the candidate promotion to Associate Professor with tenure.
2. Significant involvement in graduate education.
3. Strong international reputation in research.
4. Substantial involvement in the mathematical community, such as refereeing and reviewing, and participation in professional panels, advisory and editorial boards, professional organizations.
5. Service on departmental and/or campus-wide committees.