CRITERIA FOR TENURE AND PROMOTION TO ASSOCIATE PROFESSOR
DEPARTMENT OF MATHEMATICS

(Approved at College level October 10, 2019, at Provost level December 18, 2019)

Given below are the levels of performance expected for recommendation for tenure and/or promotion to associate professor. Inasmuch as each person's career path is somewhat different, the weighting of expectations may vary with each candidate and with the needs of the department.

At present the typical workload distribution for faculty is 40% (research), 40% (teaching), and 20% (service). For candidates who have met the basic criteria below and who have had alterations to their workload over the evaluation period (e.g., external funding that reduces teaching obligations), the tenure evaluation will focus proportionately on their revised workload distribution.

A candidate whose research has significantly exceeded the expectations below may be considered for early promotion and tenure. Achieving the expectations for promotion and/or tenure sooner than expected is not by itself sufficient for early promotion.

During the promotion and tenure review process, the College of Arts and Science focuses on work completed during the faculty member's appointment at MU. If a new faculty member wishes to count work completed while a faculty member at another institution, that arrangement must be documented within the offer letter through the process of granting time toward the probationary period. If there is no such arrangement in the offer letter, then the focus of consideration will remain work completed at MU.

The department will ask for outside letters to assess the candidate's research progress.

CRITERIA FOR TENURE AND/OR PROMOTION TO ASSOCIATE PROFESSOR:

1. Teaching effectively to meet departmental needs. This may include teaching at the graduate and/or undergraduate levels and mentoring students. The quality of teaching can be demonstrated through peer faculty or student teaching evaluations. Other indications of teaching excellence might include teaching awards, development of successful pedagogical methods, curriculum enhancement, or effective use of technology.

2. Evidence of a sustained, strong, independent research program in place. This is demonstrated by a track record of publications in venues with highly regarded editorial boards. Quantity of publications can be a consideration but quality must be the primary criterion. 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.

Collaborative work in mathematics typically entails equivalent contributions from all authors. For this reason, multi-authored papers in mathematics always list papers in alphabetical order.

3. Visibility and stature in the mathematical community. This is demonstrated, for instance, by invitations to present research results at national and international meetings or seminars and colloquia at other institutions.

4. Involvement in graduate education. Examples of involvement include teaching graduate classes, serving on doctoral committees, advising masters and doctoral students, and serving on the qualifying exam committees. For the most part, mathematics is not a laboratory-based science; consequently, supervision of PhD students is not a requirement for tenure.

5. Service to the profession. Examples include refereeing, reviewing grant proposals, or holding leadership roles in professional organizations.

6. Contributions to departmental and/or campus-wide committees. The department's policy is to keep service obligations of pre-tenured faculty relatively light.