

**Department of Mathematics and Computer Science**  
**Expectations for Tenure**

Approved by the Advisory Committee on January 23, 2015

Scholarship

The department expects all scholarship, traditional or non-traditional, to be publicly available and to contain original research in mathematics or computer science. The primary evidence used to determine whether a candidate's scholarship has met departmental expectations for tenure is a series of original articles published in research journals or refereed conference proceedings. Articles accepted for publication have equal status with articles already in print, and preprints may also be considered as evidence. Material that is primarily expository or in some other way non-traditional may be submitted as evidence of research, but such material will play a smaller role in the department's evaluation.

While the evaluation of a candidate's research considers both pace and quality, no particular number of articles of a particular length is required. The department recognizes that the number of articles published depends on both the research area and the candidate's style, and that publication dates can misrepresent the actual timing of the work. It is nonetheless desirable for the candidate to have produced research at a steady pace, and a typical successful tenure case would contain on average one or more articles published per year. The quality of the work is the true test: a candidate can have written many articles and still not qualify for tenure, should experts find the papers unoriginal and/or lacking in impact. Conversely, a candidate might qualify for tenure with a lower than average number of very high quality papers.

The department strongly encourages the candidate to apply for external funding of research, but the presence or absence of such support is not a determining factor in deciding the quality of the candidate's work.

The candidate is expected, by tenure time, to have established an independent research program, which has evolved beyond the candidate's Ph.D. thesis work. At the time of reappointment, the department takes a careful look at the research record for evidence of this evolution, and expects to see that the candidate has begun to broaden the research program in discernible ways. This evaluation informs the department's evaluation at tenure time of the timing and progress of the candidate's research.

## Teaching

The department evaluates the candidate's demonstrated ability to teach successfully at all levels. Teaching excellence is measured primarily by a careful reading of the student teaching evaluations.

Classroom visits may also be included as part of the evaluation process. Additional teaching beyond the assigned course load, such as reading courses or tutorials, will be looked upon favorably and evaluated as part of the candidate's teaching record. However, untenured faculty are not expected to supervise dissertations for graduate degrees. It is more important for a candidate to do an excellent job in his or her assigned classes than to assume additional responsibilities.

## Collegueship

Every tenure-track member of the department serves on at least one departmental committee each semester. All such service is evaluated seriously as evidence of collegueship, as is participation as an intellectual colleague in the department and university: for instance, by attending and participating in colloquia and seminars and by participating in individual discussions with colleagues and graduate students about research and teaching. Elected or appointed service at the university level will also be evaluated seriously as evidence of collegueship.

## **Expectations for Promotion to Full Professor**

Approved by the Advisory Committee on January 23, 2015

### Scholarship

The department expects all scholarship, traditional or non-traditional, to be publicly available and to contain original research in mathematics or computer science. The primary evidence used to determine whether a candidate's scholarship has met departmental expectations for promotion to Full Professor is a series of original articles published in research journals or refereed conference proceedings completed since tenure. Articles accepted for publication have equal status with articles already in print, and preprints may also be considered as evidence. Material that is primarily expository or in some other way non-traditional may be submitted as evidence of research, but such material will play a smaller role in the department's evaluation.

While the evaluation of a candidate's research considers both pace and quality, no particular number of articles of a particular length is required. The department recognizes that the number of articles published depends on both the research area and the candidate's style, and that publication dates can misrepresent the actual timing of the work. It is nonetheless desirable for the candidate to have produced research at a steady pace. The quality of the work is the true test: a candidate can have written many articles and still not qualify for promotion, should experts find the papers unoriginal and/or lacking in impact. Conversely, a candidate might qualify for promotion with a lower than average number of very high quality papers.

The department is looking for continued growth since tenure in the candidate's research career and indications of leadership in the field. Ideally, the research since tenure should have expanded in depth and/or breadth. The department strongly encourages the candidate to apply for external funding of research, but the presence or absence of such support is not a determining factor in deciding the quality of the candidate's work.

### Teaching

The department evaluates the candidate's demonstrated ability to teach successfully at all levels. Teaching excellence is measured primarily by a careful reading of the student teaching evaluations. Classroom visits may be included as part of the evaluation process. Teaching of a kind not expected before tenure, such as supervision of doctoral or master's students, will be looked upon favorably and evaluated as part of the candidate's teaching record.

## Colleagueship

Every tenured member of the department serves on at least one departmental committee each semester. All such service is evaluated seriously as evidence of colleagueship, as is participation as an intellectual colleague in the department and university: for instance, by attending and participating in colloquia and seminars and by participating in individual discussions with colleagues and graduate students about research and teaching. Elected or appointed service at the university level will also be evaluated seriously as evidence of colleagueship. In candidates for promotion to Full Professor, the department expects to see continued growth in colleagueship, at both departmental and university level.