

UMD Department of Mathematics and Statistics

Indices and Standards for Tenure and Promotion to Professor
as Required by Section 7.12 of the Board of Regents Policy on Faculty Tenure (June 10, 2011) and
Indices and Standards for Promotion to Associate Professor

Approved by the Faculty on February 12, 2010

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I. Introduction

This document describes with more specificity the indices and standards that will be used to evaluate whether candidates meet

- the general criteria for tenure as described in Section 7.11 (Appendix 1) of the *Board of Regents Policy on Faculty Tenure* (June 10, 2011) with revisions noted in the *Tenure Code Application to the UEA Contracts*,
- the general criteria for promotion to associate professor and
- the general criteria for promotion to professor as described in Section 9.2 (Appendix 2) of the *Board of Regents Policy on Faculty Tenure* (June 10, 2011) with revisions noted in the *Tenure Code Application to the UEA (University Education Association) Contracts*..

II. Departmental Mission Statement

The Department of Mathematics and Statistics encourages student and faculty creativity, abstract and logical thinking, and the effective formulation of problems and their critical analysis. It seeks to stimulate curiosity and an appreciation of the beauty and utility of the mathematical and statistical sciences. The Department values diversity of talents and the contributions of all faculty and students. The Department promotes scholarship, collegiality, and the maintenance of the highest professional and ethical standards. Departmental values are expressed in the three traditional roles of academic departments.

Teaching: The Department offers a variety of flexible undergraduate and graduate programs and courses that impart mathematical and statistical skills to enable students to succeed in a wide variety of careers. These skills include critical and analytical thinking, quantitative analysis, conceptualization and development of models, and effective communication. The Department strives to produce graduates who are contributing members of society, with a reputation for being well trained and having a

strong work ethic. Programs are intended to create a foundation for a lifetime of learning.

Research: The scholarly activities of faculty contribute to the development, application, and dissemination of knowledge in the mathematical and statistical sciences. The Department encourages student participation in research at the graduate and undergraduate levels.

Service: The Department encourages service to the University community, the profession, and outreach activities to society at large.

III. Criteria for Tenure

Following the general criteria for tenure as described in Section 7.11 (Appendix 1), the Department recognizes effective teaching and distinction in scholarship as the primary criteria for awarding indefinite tenure. In addition, a strong record of service to the profession, the University and the community will strengthen the recommendation.

Teaching

The primary criteria are demonstrated effectiveness in facilitating student learning and in student advising. The candidate is expected to have

- demonstrated command of their subject matter
- had well organized course plans and delivered courses clearly to students
- made an effort in curricular development
- helped students fulfill their academic needs
- had a consistent and positive student teaching evaluation record
- supervised student research
- shown a commitment to student advising, both inside and outside the classroom

Evidence may include but is not limited to the following list.

- Student interviews, surveys, evaluations, letters that reference excellent teaching
- Peer evaluations, including classroom visits and letters
- Significant improvement of existing courses or development of valuable new courses
- Research and professional activities that demonstrate commitment to excellent teaching
- Teaching awards
- Instruction that reflects scholarly activity
- Contributions to the graduate program
- Contributions to undergraduate research
- Positive feedback from undergraduate and graduate advisees
- Employment of innovative teaching methods such as the use of new technologies

Research

Success as a candidate for tenure depends on serious commitment to and participation in the scholarly enterprise. Seeking mastery of one's field and sharing one's knowledge with other members of the academic community constitute the essence of scholarly and creative work. The candidate is expected to have

- made original contributions to the knowledge and interpretation of their field
- established their own research program, and earned a good reputation in the field
- published refereed journal articles of satisfactory quality and quantity
- made efforts in seeking external research funding.

Evidence of qualification may include but is not limited to:

- Scholarly books and articles professionally evaluated and published by reputable presses and journals
- Activities such as editing and/or reviewing manuscripts for established journals and presses, translating scholarly or creative work for publication
- Participating as an invited speaker or discussant in the programs of professional organizations
- Those kinds of consulting that involve substantial scholarly research, especially if expressed in refereed publication
- Unpublished manuscripts or reports, accompanied by competent evaluation, are also evidence of scholarly or creative work
- External research funding from sources outside the University by competition at the regional, national, or international level
- Research citations
- Software development with review or references or evidence of shared use
- Successfully advising graduate students
- Positive evaluation of scholarly activities by external reviewers

Service

A candidate for tenure must have provided service to the University community, the profession, and outreach activities to society at large. Service of unusual distinction should receive emphasis in evaluating applications for tenure. It is important that the documentation of service in a faculty member's file be very explicit.

Evidence of service to the profession includes but is not limited to:

- Participation in the ongoing professional activities of one's discipline
- Holding an official position such as an officer or program or section chairperson

- Conference organization
- Consulting to press, journal, institution, industry, or government because of one's expertise
- Participation in campus or system-wide committees
- Outreach or community service that is reasonably related to the professional role of a faculty member

IV. Promotion

a. To Associate Professor

Except in rare cases promotion to the associate professor rank is associated with a decision concerning tenure. When exceptional distinction in scholarship is the primary basis for a decision, the candidate must show at a minimum, effectiveness in teaching. Conversely, when outstanding teaching is the primary basis for promotion, the candidate must present evidence of some distinction in scholarship. In all situations, it is expected that the candidate will contribute to the service mission of the University, as well as service to one's profession.

b. To Professor

Promotion to the rank of full professor is the highest academic honor that the University awards to its own faculty. Clearly, standards for achievement and performance must be much higher for the promotion to full professor than to associate professor. Following the general criteria for promotion to professor as described in Section 9.2 (Appendix 2), the candidate must have substantially exceeded the minimum contributions required for the rank of associate professor. Therefore, a blend of research, teaching, and service is required. A successful candidate for promotion to professor must be able to demonstrate leadership in at least one of the three areas. The following criteria are appropriate to these three areas.

Teaching

The candidate for promotion to full professor is expected to have

- demonstrated continuing adherence to the standards required for promotion to associate professor for the entire period since the previous promotion or the time of joining the University.
- made continuing contributions to graduate education

Particularly noteworthy evidence can be from the following.

- National or local awards and citations
- Authorship of texts and monographs
- Authorship of articles pertaining to education
- Contributions to curriculum development
- Lecture invitations

- Conference organization
- Grants related to teaching

Research

The candidate for promotion to full professor is expected to have

- become a mature nationally and/or internationally known scholar within the candidate's academic field or sub-field
- had significant publications beyond those that were in the portfolio when the candidate was promoted to associate professor
- accomplished high quality research by publishing in research journals with high reputation

Evidence must include significant publications in refereed journals. In addition, evidence can be from the criteria listed under promotion to associate professor. Particularly noteworthy evidence can be:

- The high quality and impact of the individual's published work, including the citation record
- The esteem in which the candidate is held by colleagues as indicated by invitations to lecture, chair meetings, participation in grant review boards, service on editorial boards, or invitations to serve as a referee (especially when asked often and for prestigious journals)
- Invitations to visit universities as a visiting professor
- Grants related to research

Service

Evidence can be from the criteria listed under promotion to associate professor. Particularly noteworthy evidence can be from the following.

- Election to substantial office in professional societies
- Participation in professional review groups and panels
- Outstanding leadership within the University
- Recognized professional service to the regional community
- Editor of a journal or text series
- Organizing conferences, workshops, and professional meetings

V. Procedures

The Department complies with the procedures for promotion and conferral of indefinite tenure set forth in Section 201.000 of the *Collective Bargaining Agreement between the Regents of the University of Minnesota and the University Education Association* that is in effect at the time of the promotion and tenure review and decision.

Appendix 1

Section 7.11 General Criteria (for tenure). What the University of Minnesota seeks above all in its faculty members is intellectual distinction and academic integrity. The basis for awarding indefinite tenure to the candidates possessing these qualities is the determination that each has established and is likely to continue to develop a distinguished record of academic achievement that is the foundation for a national or international reputation or both [2]. This determination is reached through a qualitative evaluation of the candidate's record of scholarly research or other creative work, teaching, and service [3]. The relative importance of these criteria may vary in different academic units, but each of the criteria must be considered in every decision [4]. Demonstrated scholarly or other creative achievement and teaching effectiveness must be given primary emphasis; service alone cannot qualify the candidate for tenure. Interdisciplinary work, public engagement, international activities and initiatives, attention to questions of diversity, technology transfer, and other special kinds of professional activity by the candidate should be considered when applicable. The awarding of indefinite tenure presupposes that the candidate's record shows strong promise of his or her achieving promotion to professor.

[2] "**Academic achievement**" includes teaching as well as scholarly research and other creative work. The definition and relative weight of the factors may vary with the mission of the individual campus.

[3] "**Scholarly research**" must include significant publications and, as appropriate, the development and dissemination by other means of new knowledge, technology, or scientific procedures resulting in innovative products, practices, and ideas of significance and value to society.

"**Other creative work**" refers to all forms of creative production across a wide range of disciplines, including, but not limited to, visual and performing arts, design, architecture of structures and environments, writing, media, and other modes of expression.

"**Teaching**" is not limited to classroom instruction. It includes extension and outreach education, and other forms of communicating knowledge to both registered University students and persons in the extended community, as well as supervising, mentoring, and advising students.

"**Service**" may be professional or institutional. Professional service, based on one's academic expertise, is that provided to the profession, to the University, or to the local, state, national, or international community. Institutional service may be administrative, committee, and related contributions to one's department or college, or the University. All faculty members are expected to engage in service activities, but only modest institutional service should be expected of probationary faculty.

[4] Indefinite tenure may be granted at any time the candidate has satisfied the requirements. A probationary appointment must be terminated when the appointee fails to satisfy the criteria in the last year of probationary service and may be terminated earlier if the appointee is not making satisfactory progress within that period toward meeting the criteria.

Appendix 2

Section 9.2 Criteria for Promotion to Professor. The basis for promotion to the rank of professor is the determination that each candidate has (1) demonstrated the intellectual distinction and academic integrity expected of all faculty members, (2) added substantially to an already distinguished record of academic achievement, and (3) established the national or international reputation (or both) ordinarily resulting from such distinction and achievement [7]. This determination is reached through a qualitative evaluation of the candidate's record of scholarly research or other creative work, teaching, and service. The relative importance of these criteria may vary in different academic units, but each of the criteria must be considered in every decision. Interdisciplinary work, public engagement, international activities and initiatives, attention to questions of diversity, technology transfer, and other special kinds of professional activity by the candidate should be considered when applicable. But the primary emphasis must be on demonstrated scholarly or other creative achievement and on teaching effectiveness, and service alone cannot qualify the candidate for promotion.

[7] "**Academic achievement**" includes teaching as well as scholarly research and other creative work. The definition and relative weight of the factors may vary with the mission of the individual campus. Not being promoted to the rank of professor will not in itself result in special post-tenure review of a tenured associate professor.

References

1. Board of Regents Policy on Faculty Tenure (June 10, 2011)
2. Tenure Code Application to UEA Contracts
3. Collective Bargaining Agreement between the Regents of the University of Minnesota and the University Education Association