

Promotion Guidelines for Regular Title Series Faculty

Department of Mathematics University of Kentucky

Approved by the faculty on October 5, 2004

The following guidelines are intended to aid the faculty of the Department of Mathematics in the evaluation of candidates for promotion. They are intended to be consistent with the University Administrative Regulations (AR II-1.0-1-V), which serve as the university regulations on promotion.

Promotion to Associate Professor with Tenure

Faculty evaluation for promotion and tenure will be based upon a continuing record of substantive, original and innovative scholarship; high-quality, effective teaching and advising at multiple levels of instruction; and effective service.

Research

The candidate must have demonstrated an original and substantive research program with wide recognition and impact on the field(s) of study. Collaborative research with colleagues or students is encouraged, but it is important to demonstrate scholarly independence. The candidate must also show evidence of a sustained, long term commitment to scholarly research and publication. Evidence of originality, contribution to the advancement of knowledge and understanding and impact on the subject will consist foremost of publications in high - quality, peer-reviewed research journals. The award of external research support obtained on a competitive basis following peer review and validated by refereed publications will be taken to be an important indicator of the standing of an individual's research. The department recognizes that financial support from other sources may also be an indicator of external recognition. However, the department also observes that differing funding opportunities exist for different sub-areas and that some quality research is not accompanied by external support. Additional measures of research quality include invited addresses and seminars at major academic, industrial and government institutions, conferences and workshops; featured reviews; awards and formal acknowledgements by peers at regional, national and international levels. Other forms of professional engagement and sustainability such as delivering conference papers; contributions to books; authorship of books; published software; electronic publications; technical reports and efforts to seek external funding are also relevant. Lastly, there are numerous indirect research efforts that contribute significantly to the research mission of the department. Therefore, the opinion of the faculty will also be considered in the evaluation of the candidate's research.

Teaching

The successful candidate for promotion to Associate Professor will demonstrate a continuing record of high-quality and effective teaching and advising. A balanced record, commensurate with her/his assignment, of accomplished teaching at both the undergraduate and graduate level is expected. A strong and positive teaching portfolio that includes student and faculty evaluations will be a primary method used to demonstrate the required level of proficiency. Candidates for promotion and/or tenure will have student or faculty evaluations that meet or exceed departmental norms. Additional significant measures of teaching contributions include the level of extramural funding to support teaching activities, awards and formal acknowledgements by peers at regional, national and international levels. The development of new teaching technologies and useful teaching techniques, writing of textbooks, and course materials are additional measures of the overall evaluation. Lastly, there are numerous indirect teaching efforts, usually done on a voluntary basis, which contribute significantly to the educational mission of the department. Therefore, the opinion of the faculty will also be considered in the evaluation of the candidate's teaching.

Service

Although the service responsibilities assigned to assistant professors are generally modest, it is required that all faculty members contribute conscientiously to the collective growth and development of the department, college and university. Therefore the candidate will be expected to show evidence of service to the department, university, or profession at a level commensurate with her/his assignment. Evidence of service includes advising; course coordination; professional refereeing; editorships; conference organization; contributions to department or university committees as well as to academic organizations; and representation of the department or university to the external community. In addition there are numerous non-committee service efforts, usually done on a voluntary basis, which contribute significantly to the mission of the department. Therefore, the opinion of the faculty will also be considered in the evaluation of the candidate's service.

Tenure and Promotion to Professor

Appointment or promotion to Full Professor shall be made only after a candidate has met the criteria for Associate Professor and has demonstrated excellent scholarly achievement in the following areas:

Research

The candidate must have realized the professional promise implicit in the award of tenure. The candidate must demonstrate that her/his academic research efforts are recognized by distinguished peers, both nationally and internationally. The record must show that the candidate has achieved an excellent research record with substantial contributions to the Department's educational mission. Evidence for originality, contribution to the advancement

of knowledge and understanding and impact on the subject will consist foremost of publications in high-quality, peer-reviewed research journals. The award of external research support obtained on a competitive basis following peer review and validated by refereed publications will be taken to be an important indicator of the standing of an individual's research. The department recognizes that financial support from other sources may also be an indicator of external recognition. Here again the department observes that differing funding opportunities exist for different sub-areas and that some quality research is not accompanied by external support. Additional measures of research quality include invited addresses and seminars at major academic, industrial and government institutions, conferences and workshops; featured reviews; awards; and formal acknowledgements by peers at regional, national and international levels. Other forms of professional engagement and sustainability such as delivering conference papers; contributions to books; authorship of books; published software; electronic publications; technical reports and efforts to seek external funding are also relevant. Lastly, there are numerous indirect research efforts that contribute significantly to the research mission of the department. Therefore, the opinion of the faculty will also be considered in the evaluation of the candidate's research.

Teaching

The successful candidate for promotion to Professor will demonstrate a strong and continuing record of high-quality and effective teaching and advising of undergraduate and graduate students. A balanced record, commensurate with her/his assignment, of accomplished teaching at both the undergraduate and graduate level is expected. Provision of research experiences for undergraduates and production of PhD students are significant. A strong and positive teaching portfolio that includes student/and or workshop evaluations will be a primary method used to demonstrate the required level of proficiency. Candidates for promotion and or tenure will have student or faculty evaluations that meet or exceed departmental norms. Additional significant measures of teaching contributions include the level of extramural funding to support teaching activities, awards, and formal acknowledgement by peers at regional, national and international levels. The development of new teaching technologies and useful teaching techniques, development of new courses, text books, course material, or programs at the graduate or undergraduate levels as well as advising for undergraduates and graduates are also important aspects of the overall evaluation. Lastly, there are numerous indirect teaching efforts, usually done on a voluntary basis, which contribute significantly to the educational mission of the department. Therefore, the opinion of the faculty will also considered in the evaluation of the candidate's teaching

Service

Candidates for promotion to full professor are expected to contribute more to the service mission than probationary faculty, and it is expected that these contributions will extend beyond the department. Therefore, the candidate will have made a significant contribution to the department, profession, university, state, or nation through service commensurate with her/his assignment. Evidence of service includes advising, course coordination, professional refereeing, editorships, conference organization, and contributions to department or

university committees as well as to academic organizations, and representation of the department or university to the external community. In addition there are numerous non-committee service efforts, usually done on a voluntary basis, which contribute significantly to the mission of the department. Therefore, the opinion of the faculty will also be considered in the evaluation of the candidate's service.

Professor Rank Faculty

Upon promotion to Professor, and commensurate with her/his assignment, faculty are expected to maintain the quality of teaching, research and service activity that served the basis for their promotion. They should demonstrate the highest quality teaching and advising to both undergraduate and graduate students. Professors must set a high standard of maintaining a research program that is peer reviewed and actively seek extramural funding to support their work. Finally, a major service commitment to the department, college, university, and the profession is expected.

Criteria and Evidence for Lecturer Series Faculty

Approved by the tenured and tenure-track faculty on October 29, 2010 by an email vote

1. Appointment at the Rank of Lecturer

The appointee will have received a Ph.D. in Mathematics and show promise of being an excellent teacher as evidenced by previous teaching experience, recommendation letters, UK classroom presentations, or any teaching statement submitted as part of the application process.

2. Appointment at the Rank of Senior Lecturer

The appointee will have received a Ph.D. in Mathematics five or more years prior to appointment and be demonstrably an excellent teacher. In addition, the lecturer will have a record of excellence in the performance of any assigned nonteaching responsibilities.

3. Promotion to Senior Lecturer

The lecturer will have a record of excellence in teaching and in his or her nonteaching responsibilities at UK for a period of five or more years, as evidenced by the materials gathered as part of the FMER process and any additional information available to the Department such as information gained through classroom observation.

4. Reappointment

The lecturer or senior lecturer will have shown evidence of living up to his or her promise of excellence at teaching as evidenced by the teaching materials gathered as part of the FMER process and any additional information available to the Department such as information gained through classroom observation. The lecturer will also have a record of excellence in the performance of any assigned nonteaching responsibilities.

5. Nonrenewal of Appointment

The lecturer or senior lecturer will have failed to perform satisfactorily as a teacher (or in his or her nonteaching responsibilities) as evidenced by the materials gathered as part of the FMER process and any additional information available to the Department such as information gained through classroom observation.

6. Terminal Reappointment

The lecturer or senior lecturer will have persistently failed to perform satisfactorily as a teacher (or in his or her nonteaching responsibilities) as evidenced by the materials gathered as part of the FMER process and any additional information available to the Department such as information gained through classroom observation.