

MATHEMATICS DEPARTMENT FACULTY PROMOTION CRITERIA

A necessary, but not sufficient, condition for consideration for promotion is to meet the general criteria cited in the Agreement between PSU/KNEA and PSU.

A faculty member who meets the above criterion may be recommended to be considered for promotion. It is expected that the candidate has established himself/herself as a productive member of the academic community of PSU at a level appropriate to his/her rank, in the professional judgment of the department chair, the department promotion committee, and other evaluators as provided for by the Agreement between PSU/KNEA and PSU.

To be successful in obtaining promotion a candidate will:

1. Have demonstrated accomplishments, both technically and professionally, in the area of teaching. This growth can be demonstrated in some of the following ways.
 - (a) preparation for/of new courses;
 - (b) integration of scholarly activity into teaching;
 - (c) attendance at conferences dealing with collegiate and/or secondary mathematics teaching;
 - (d) willingness to share the service load;
 - (e) presentation of stipulated material in multi-section or sequential courses;
 - (f) maintenance of acceptable professional standards;
 - (g) submission of norm referenced course evaluations for all courses, and a summary of these evaluations;
 - (h) submission of summaries of departmental advisement instrument responses;
 - (i) other means as agreed upon by the candidate and department chair in the annual goals for the faculty member.
2. Have demonstrated accomplishments in scholarly activity. A list of contributions that includes 2b, below, is considered the norm. Exceptions need to be justified in the candidate's dossier.
 - (a) actively participate in professional meetings and faculty seminars;
 - (b) publishing of manuscripts in recognized refereed journals - the journals which are acceptable are mathematics journals, mathematics education journals, statistics journals, and journals in related areas which have a direct impact upon mathematics or the teaching of mathematics.
 - (c) solve published problems;
 - (d) direct research problems which require scholarly growth on the part of the faculty member;
 - (e) actively work with mathematics competition teams;
 - (f) give talks at refereed meetings or research conferences;
 - (g) other means as agreed upon by the candidate and department chair in the annual goals for the faculty member.
3. Have demonstrated accomplishments in service to the university, profession, and/or community. Growth in this area can be demonstrated in some of the following ways.
 - (a) direction of research problems;
 - (b) departmental and university-wide committee work;
 - (c) advisement of mathematics clubs or mathematics competitions;
 - (d) consultation with faculty, educational organizations, or the private sector;
 - (e) work with professional organizations;
4. Have demonstrated a willingness, and ability, to cooperate with other members of the department to maintain the viability and the academic integrity of the department.

Progress in the above 4 categories will be monitored by the chair, and reported on an annual basis.

The promotion decision will be determined by the department chair, the department promotion committee, and other evaluators as provided for by the Agreement between PSU/KNEA and PSU based upon evidence submitted by the candidate for promotion. These evaluators will use their professional judgment concerning the quality of progress based upon the evidence supplied.

5. Receive a recommendation for promotion from a majority of the departmental promotion committee. This vote of recommendation for promotion shall be based upon the individual committee member's judgments of how the candidate has measured up to the requirements as specified in the three areas above, and how the candidate has become an overall productive member of the Mathematics Department and/or the academic community of PSU.

The departmental promotion committee shall consist of all departmental faculty of higher rank than that of the candidate, who are willing and able to serve, except the chair. In the case that the chair is the only faculty member of higher rank in the department, the department faculty will decide how to form the committee.

This document, **MATHEMATICS DEPARTMENT FACULTY PROMOTION CRITERIA**, developed as the departmentally specific guidelines for promotion and adopted by the tenured faculty of the Department of Mathematics on October 19, 2005, is approved.

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Lynette J. Olson
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Date

Date

Date