Considerations for promotion and tenure

Each case for promotion and tenure is considered individually and in the context of the candidate's subdiscipline. As a result, there are no precise requirements for number of publications, talks, et cetera. The markers below are not exhaustive, and the estimates on weightings are not precise. The points below are meant to provide insight into the activities and their importance as typically discussed in promotion cases.

**Research** (the most important factor)
- Production: high-profile publications, external funding
- Visibility: invited talks (national and international), organization of conferences, serving on NSF panels, serving on editorial boards, ...
- Network: letters of support from senior faculty members at other universities who are not former mentors nor recent collaborators.

**Teaching**
- Effective teaching: undergraduate and graduate, a variety of courses
- Mentoring: supervising of graduate students, REU students, honors theses, less formal mentoring

**Service** (the smallest factor)
- Departmental committees
- Organization of seminars and conferences
- University committees

Five-year career plan

How will you address the following areas of your career over the next five years?

**Research:**
- Production: high-profile publications, external funding
- Visibility: invited talks (national and international), organization of conferences, serving on NSF panels, serving on editorial boards, ... [How does one get on an editorial board: Step 1: be a really good and organized and prompt referee.]
- Network: cultivating senior letter writers and advocates (who will seek opportunities for you)

**Question:** What are you known for? How will you enhance your reputation?

**Teaching**
- Effective teaching: undergraduate and graduate, a variety of courses
- Mentoring: supervising of graduate students, REU students, honors theses, less formal mentoring activities
  For more senior faculty:
  - Innovations: new courses, interactive courses, ...

**Service**
- Departmental committees
- Organization of seminars and conferences
  For more senior faculty:
  - University committees
  - Large-lecture calculus, coordinating multi-section courses