

DEPARTMENT OF MATHEMATICS

PURDUE UNIVERSITY

*DRAFT: Criteria for Promotion to
Associate Professor (with tenure)
and Professor (with tenure)*

Adopted: December 2023 ???

The Department of Mathematics is committed to being a strong center of mathematics. Decisions to promote faculty members and to award tenure determine

the future quality of a department and are thus among the most important decisions made by the university. This document describes some factors considered in decisions about promotion of tenure-track faculty in the department.

The criteria listed below are intended as useful information both for faculty seeking promotion and for members of the department's Promotions Subcommittee and the Primary Committee who are responsible for evaluating candidates' credentials. The Promotions Subcommittee provides annual written feedback through the Department Head to Assistant and Associate Professors and Assistant and Associate Professors of Practice. It comments on research productivity and visibility, teaching, and service, and on general progress toward promotion.

Candidates for promotion will be evaluated based on three main criteria:

1. Excellence in research.
2. Excellence in teaching.
3. Excellence in service to the Department, the University, and the profession.

Excellence in research is considered the most important of these criteria, but candidates will be evaluated based on all three and significant weaknesses in item 2 may contribute to the denial of promotion to Associate or Full Professor.

Assistant Professors are not expected to be heavily involved in departmental or university committee work, and this will be considered when evaluating item 3 in cases of promotion to Associate Professor.

The guidelines listed below are not intended as a comprehensive checklist for promotion. These will serve to guide the discussions in the Promotions Subcommittee and the Primary Committee, and each candidate will be evaluated in the context provided by their full record.

The following guidelines will be used in measuring excellence in research:

- 1) Publications in high-quality journals or high-quality conference proceedings. Only papers that have been published or accepted for publication will be evaluated. On the promotion form the articles before Purdue/tenure are separated from those after Purdue/tenure; both are considered and the later group is weighted more.
- 2) Candidates for promotion to Associate Professor need to have a significant record of contributions to their area of research. They also need to show evidence of promise for continued growth and recognition, as well as of independence.
- 3) To be promoted to Full Professor, the faculty member is expected to be an internationally recognized authority in their field and have demonstrated the independence of their intellectual contributions. The Department may recommend

promotion to Full rank whenever it judges such stature to have been attained. The Department views not only the rank of Professor, but also the rank of Associate Professor, as a terminal rank.

4) The department strongly encourages tenure track and tenured faculty to apply for external grants. External funding is not considered to be either necessary or sufficient for promotion, but successful grant applications will be considered as evidence of the high quality of the research contributions of the candidate.

5) The department expects recognition by the mathematical community, such as through invitations to give lectures, seminars, colloquia, and invited talks at national or international conferences. The department especially values keynote, plenary talks, national and international awards.

The following guidelines will be used to evaluate excellence in teaching:

1) The department expects a satisfactory level of teaching performance and a recognition that the responsibility for good teaching is basic. Effective teaching includes having taught and being willing to teach a variety of courses for Purdue undergraduate and graduate students.

2) The department expects effective advising of graduate students. It is expected that candidates for Full Professor will have graduated Ph.D. students under their direction, or at least made a significant effort in that direction. The department also highly values the mentoring of postdocs.

3) The department expects faculty to be involved in general advising and mentoring of students. Examples include working on research with graduate, undergraduate, REU students, recent Ph.D.s, advising undergraduate, first-year graduate students, serving as formal advisors of undergraduate honors theses, and running reading courses. Faculty may also play less formal, but still important roles in advising students and recent Ph.D.s. The department values engagement with the mathematical community at all levels.

The following guidelines will be used to evaluate excellence in service:

1) The department expects participation in departmental, college or university committees. Faculty members are expected to be active members of the committees on which they serve. Activities include organization of departmental seminars and conferences as well as contributions to diversity and inclusion at the departmental and university level.

2) The department expects service to the mathematical community. Examples include organization of conferences, ability to obtain funding for this purpose, serving

on organizational committees of workshops or conferences, serving on grant-review panels, serving as referee for quality journals and conference proceedings, editorial work for quality journals or conference proceedings, and consulting activities with scientific value and with bearing on the promotion candidacy.

3) The department values mathematical outreach, such as to K-12 schools, media, undergraduate research conferences, competitions, public lectures.

Promotion process:

The Department follows the College of Science process in soliciting the external letters. The 2022 process, as in [CoS Promotion Guidelines](#) states:

It is essential to obtain unbiased evaluations, so the letters should come from distinguished scholars who are not: the candidate's thesis advisor (MS or PhD), or postdoctoral advisor; a collaborator on a project, book, article, report or paper within the last 60 months; co-editor of a journal, compendium, or conference proceeding within the last 60 months; a business or professional partner; any family relation such as spouse, sibling, parent or relative. An exception would be a letter from a collaborator, clearly identified, who can help to define and evaluate the candidate's role in major collaborative work, as per section IV.B.6 of the [Operating Procedures for Granting Academic Tenure and Promotion document](#). Finally, when requesting a letter, it should be made clear that the letter writer should focus on the domain(s) of expertise of the candidate be that the scholarship of Discovery, Learning and/or Engagement.

Further information:

The promotion guidelines and policies of the College of Science are at <https://www.purdue.edu/science/about/faculty-and-staff/resources/faculty-development/index.html>

The following site contains a link to the university promotion criteria at <https://www.purdue.edu/provost/faculty/promotion/index.html>

Operating procedures for granting academic tenure and promotions are at <https://www.purdue.edu/provost/faculty/promotion/criteria-tenure-procedures.html>
<https://www.purdue.edu/provost/faculty/documents/promotion-2022-23-tenure-panel-b-memo-final.pdf>