

## **Tenure and Promotion Criteria, Mathematics**

The Faculty Status and Welfare Handbook provides general guidelines for both tenure and promotion. The Mathematics Department has merely expanded on that slightly, providing possible examples of evidence that would meet the already specified criteria with regard to Mathematics. It should be noted that it would be impossible to list all such examples and since many of the examples are difficult to quantify, what follows should be viewed as guidelines rather than hard and fast rules.

The department chair in his or her letter for the candidate will explain in detail why the candidate meets or does not meet the qualifications for advancement including providing information on the journals in which the candidate has published.

Criteria for Tenure.

1. Excellence as a teacher. The candidate has...
  - a strong command of subject matter and strong communication skills.
  - positive peer reviews of his/her teaching.
  - made a favorable impression on department members through informal discussions on education/teaching.
  - endeavored to cover the course curriculum outlined by the department.
  - endeavored to promote mathematical interest/thinking/growth in his/her students.
  - positive student evaluations – these must be taken with a grain of salt and should not be the only evidence of excellent teaching. Good evaluations are not necessarily evidence of good teaching while poor evaluations are not necessarily evidence of poor teaching. Students often have different goals (a good grade) than the instructor (improvement in mathematical thinking.)
2. Performance as a faculty member. The candidate ...
  - contributes positively to department meetings, text selection, departmental activities, etc.
  - shows initiative in course development or other department projects/activities
  - takes an interest in students through teaching, advising or other mentoring relationships, such as the senior comprehensive project.
  - shows scholarly promise by giving talks at mathematical conferences, grant writing, engaging in problem solving, mathematics education projects, or research with the goal of publication in refereed journals. Publication record prior to being employed at St. Bonaventure is taken into account.
  - keeps current on scholarly and educational issues through reading, meetings, and other forms of interaction with the larger mathematical community.
  - engages in service to the department, university, or mathematical community through committee work or other activities.
3. Prospect for continued meritorious contribution to the University.  
Enough evidence, as judged by the Mathematics Department, from items 1 and 2 will serve as the prospect for continued meritorious contribution to the University.

Criteria for promotion to Associate Professor (in addition to the characteristics listed under Criteria for Tenure):

1. Outstanding teaching. The candidate continues to grow and improve as a teacher through reflection, attempting new teaching methods, teaching new courses, etc.
2. Scholarship. The candidate has published since being employed at St. Bonaventure in problem solving, mathematics education, or research refereed journals. The minimum is one research article (mathematics or mathematics education), one or two pedagogical articles depending on their scope, several published problem solutions, or some combination thereof. Peer reviewed conference proceedings or presentations, grant applications, and text book publication are also considered.
3. Professional standing among his or her colleagues. The candidate engages in service at the department and university level through committee work or other activities.

Criteria for promotion to Professor (in addition to the characteristics listed under Criteria for Associate Professor):

1. Outstanding teaching. The candidate continues to grow and improve as a teacher through reflection, attempting new teaching methods, teaching new courses, etc.
2. Scholarship. The candidate has a record of scholarly activity and accomplishments, since last promoted, as listed in the criteria for promotion to Associate Professor. These accomplishments are supported by letters from mathematicians external to St. Bonaventure. Quantity and scope of the accomplishments will be considered. The minimum is one research article (mathematics or mathematics education), one or two pedagogical articles depending on their scope, several published problem solutions, or some combination thereof.
3. Professional standing among his or her colleagues. The candidate has gained professional recognition **outside of St. Bonaventure University** for contributions to mathematics through publishing and related activities (presentations, refereeing, reviewing, etc.) Within the St. Bonaventure community, the candidate has continued to engage in service and takes on leadership roles.